

[ORAL ARGUMENT SCHEDULED FOR DECEMBER 9, 2016]
Nos. 15-1074, 15-1130

In the United States Court of Appeals
for the District of Columbia Circuit

AMPERSAND PUBLISHING, LLC, D/B/A SANTA BARBARA NEWS-PRESS,
Petitioner/Cross-Respondent,

v.

NATIONAL LABOR RELATIONS BOARD,
Respondent/Cross-Petitioner,

GRAPHICS COMMUNICATIONS CONFERENCE OF THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS
Intervenor for Respondent/Cross-Respondent

On Petition for Review of an Order
of the National Labor Relations Board

**JOINT DEFERRED APPENDIX
VOLUME 3 OF 7**

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TABLE OF CONTENTS**Page****Volume 1**

Certified List of the National Labor Relations Board (NLRB Docket Sheet)	JDA0001
--	---------

Selected General Counsel Exhibits:

G.C. Ex. 1(fff)	JDA0019
G.C. Ex. 15	JDA0037
G.C. Ex. 16	JDA0045
G.C. Ex. 18	JDA0046
G.C. Ex. 19	JDA0069
G.C. Ex. 21	JDA0073
G.C. Ex. 29	JDA0076
G.C. Ex. 30	JDA0080
G.C. Ex. 31	JDA0082
G.C. Ex. 37	JDA0083
G.C. Ex. 38	JDA0085
G.C. Ex. 39	JDA0096
G.C. Ex. 40	JDA0098
G.C. Ex. 47	JDA0101
G.C. Ex. 51	JDA0103
G.C. Ex. 52	JDA0106
G.C. Ex. 54	JDA0108
G.C. Ex. 58	JDA0111
G.C. Ex. 64	JDA0124

G.C. Ex. 75	JDA0126
G.C. Ex. 84	JDA0128
G.C. Ex. 89	JDA0130
G.C. Ex. 90	JDA0134
G.C. Ex. 103	JDA0136
G.C. Ex. 108	JDA0140
G.C. Ex. 113	JDA0144
G.C. Ex. 124	JDA0147
G.C. Ex. 125	JDA0148
G.C. Ex. 146	JDA0196
G.C. Ex. 147	JDA0197
G.C. Ex. 167(b).....	JDA0199
G.C. Ex. 179	JDA0203
G.C. Ex. 189(a).....	JDA0204
G.C. Ex. 189(b).....	JDA0205
G.C. Ex. 189(c)	JDA0206
G.C. Ex. 189(d).....	JDA0207
G.C. Ex. 189(e)	JDA0208
G.C. Ex. 189(f)	JDA0209
G.C. Ex. 189(g).....	JDA0210
G.C. Ex. 189(h)	JDA0211
G.C. Ex. 189(i).....	JDA0212
G.C. Ex. 189(j).....	JDA0213
G.C. Ex. 189(k).....	JDA0214
G.C. Ex. 189(l).....	JDA0215

G.C. Ex. 189(m).....	JDA0216
G.C. Ex. 189(n)	JDA0217
G.C. Ex. 189(o).....	JDA0218
G.C. Ex. 189(p).....	JDA0219
G.C. Ex. 189(q).....	JDA0220
G.C. Ex. 189(r)	JDA0221
G.C. Ex. 191	JDA0222
G.C. Ex. 208	JDA0228
G.C. Ex. 234	JDA0229
G.C. Ex. 245	JDA0237
G.C. Ex. 249	JDA0243
G.C. Ex. 300(a).....	JDA0246
G.C. Ex. 300(b).....	JDA0254
G.C. Ex. 300(c)	JDA0260
G.C. Ex. 300(d).....	JDA0264
G.C. Ex. 300(e)	JDA0270
G.C. Ex. 300(g).....	JDA0276
G.C. Ex. 300(h)	JDA0280
G.C. Ex. 300(i).....	JDA0282
G.C. Ex. 300(m).....	JDA0284
G.C. Ex. 300(n)	JDA0288
G.C. Ex. 300(r)	JDA0295

Volume 2

G.C. Ex. 301	JDA0301
G.C. Ex. 302	JDA0302
G.C. Ex. 303	JDA0303
G.C. Ex. 304	JDA0305
G.C. Ex. 305	JDA0307
G.C. Ex. 306	JDA0309
G.C. Ex. 308	JDA0310
G.C. Ex. 309	JDA0311
G.C. Ex. 310	JDA0312
G.C. Ex. 311	JDA0313
G.C. Ex. 312	JDA0314
G.C. Ex. 313	JDA0315
G.C. Ex. 314	JDA0316
G.C. Ex. 315	JDA0318
G.C. Ex. 316	JDA0320
G.C. Ex. 317	JDA0321
G.C. Ex. 318	JDA0322
G.C. Ex. 319	JDA0323
G.C. Ex. 320	JDA0324
G.C. Ex. 321	JDA0325
G.C. Ex. 325	JDA0326
G.C. Ex. 326	JDA0327
G.C. Ex. 331	JDA0328
G.C. Ex. 332	JDA0331

G.C. Ex. 334	JDA0332
G.C. Ex. 335	JDA0333
G.C. Ex. 336	JDA0334
G.C. Ex. 337	JDA0335
G.C. Ex. 338	JDA0336
G.C. Ex. 339	JDA0337
G.C. Ex. 340	JDA0338
G.C. Ex. 342	JDA0339
G.C. Ex. 345	JDA0341
G.C. Ex. 348	JDA0343
G.C. Ex. 353	JDA0344
G.C. Ex. 356	JDA0345
G.C. Ex. 360	JDA0346
G.C. Ex. 361	JDA0348
G.C. Ex. 362	JDA0350
G.C. Ex. 363	JDA0351
G.C. Ex. 367	JDA0354
G.C. Ex. 368	JDA0356
G.C. Ex. 369	JDA0358
G.C. Ex. 370	JDA0359
G.C. Ex. 371	JDA0360
G.C. Ex. 372	JDA0361
G.C. Ex. 373	JDA0362
G.C. Ex. 375	JDA0363
G.C. Ex. 378	JDA0364

G.C. Ex. 383	JDA0365
G.C. Ex. 388	JDA0367
G.C. Ex. 392	JDA0372
G.C. Ex. 393	JDA0374
G.C. Ex. 395	JDA0375
G.C. Ex. 401	JDA0376
G.C. Ex. 404	JDA0377
G.C. Ex. 407	JDA0378
G.C. Ex. 411	JDA0379
G.C. Ex. 413	JDA0380
G.C. Ex. 417	JDA0383
G.C. Ex. 420	JDA0385
G.C. Ex. 424	JDA0387
G.C. Ex. 431	JDA0388
G.C. Ex. 435	JDA0389
G.C. Ex. 440	JDA0390
G.C. Ex. 442	JDA0391
G.C. Ex. 450	JDA0432

Selected Respondent Exhibits:

Resp. Ex. 162.....	JDA0434
Resp. Ex. 263.....	JDA0468
Resp. Ex. 347.....	JDA0472
Resp. Ex. 395.....	JDA0479
Resp. Ex. 407.....	JDA0486
Resp. Ex. 427.....	JDA0490

Resp. Ex. 437.....	JDA0493
Resp. Ex. 449.....	JDA0498
Resp. Ex. 459.....	JDA0501
Resp. Ex. 471.....	JDA0506
Resp. Ex. 552.....	JDA0511
Resp. Ex. 572.....	JDA0513
Resp. Ex. 630.....	JDA0516
Resp. Ex. 646.....	JDA0518
Resp. Ex. 651.....	JDA0521
Resp. Ex. 652.....	JDA0522
Resp. Ex. 736.....	JDA0524
Resp. Ex. 747.....	JDA0527
Resp. Ex. 748.....	JDA0536
Resp. Ex. 749.....	JDA0544
Resp. Ex. 750.....	JDA0552
Resp. Ex. 751.....	JDA0560
Resp. Ex. 752.....	JDA0568
Resp. Ex. 753.....	JDA0577
Resp. Ex. 754.....	JDA0587
Resp. Ex. 755.....	JDA0596

Volume 3

Resp. Ex. 756.....	JDA0605
Resp. Ex. 758.....	JDA0612
Resp. Ex. 759.....	JDA0620

Resp. Ex. 760.....	JDA0627
Resp. Ex. 761.....	JDA0634
Resp. Ex. 762.....	JDA0636
Resp. Ex. 763.....	JDA0641
Resp. Ex. 764.....	JDA0648
Resp. Ex. 765.....	JDA0657
Resp. Ex. 766.....	JDA0662
Resp. Ex. 767.....	JDA0669
Resp. Ex. 768.....	JDA0675
Resp. Ex. 769.....	JDA0682
Resp. Ex. 770.....	JDA0684
Resp. Ex. 772.....	JDA0686
Resp. Ex. 773.....	JDA0688
Resp. Ex. 774.....	JDA0692
Resp. Ex. 775.....	JDA0697
Resp. Ex. 776.....	JDA0699
Resp. Ex. 778.....	JDA0705
Resp. Ex. 779.....	JDA0710
Resp. Ex. 796.....	JDA0712
Resp. Ex. 805.....	JDA0718
Resp. Ex. 978.....	JDA0720
Resp. Ex. 983.....	JDA0747
Resp. Ex. 984.....	JDA0762
Resp. Ex. 998.....	JDA0763
Resp. Ex. 1001.....	JDA0764

Resp. Ex. 1005.....	JDA0765
Resp. Ex. 1042.....	JDA0769
Resp. Ex. 1044.....	JDA0775
Resp. Ex. 1045.....	JDA0781
Resp. Ex. 1060.....	JDA0787
Resp. Ex. 1066.....	JDA0792
Resp. Ex. 1067.....	JDA0825
Resp. Ex. 1068.....	JDA0853

Volume 4

Resp. Ex. 1069.....	JDA0894
Resp. Ex. 1071.....	JDA0922
Resp. Ex. 1072.....	JDA0950
Resp. Ex. 1073.....	JDA0981
Resp. Ex. 1074.....	JDA1015
Resp. Ex. 1075.....	JDA1043
Resp. Ex. 1076.....	JDA1071
Resp. Ex. 1077.....	JDA1101
Resp. Ex. 1090.....	JDA1129
Resp. Ex. 1092.....	JDA1135
Resp. Ex. 1093.....	JDA1141
Resp. Ex. 1100.....	JDA1148
Resp. Ex. 1105.....	JDA1154

Volume 5

Resp. Ex. 1109	JDA1171
Resp. Ex. 1111	JDA1318
Resp. Ex. 1115(a)	JDA1321
Resp. Ex. 1115(e)	JDA1327
Resp. Ex. 1115(f)	JDA1335
Resp. Ex. 1115(j)	JDA1343
Resp. Ex. 1115(q)	JDA1350

Selected Charging Party's Exhibits:

C.P. Ex. 24	JDA1352
C.P. Ex. 25	JDA1355
C.P. Ex. 28	JDA1359

Volume 6Selected Pages from Transcript of Hearings
Before Administrative Law Judge

Clifford H. Anderson.....	JDA1400
---------------------------	---------

Volume 7

Administrative Law Judge Clifford H.

Anderson's May 28, 2010 Decision	JDA1757
--	---------

Selected Pages from News-Press' September
23, 2010 Exceptions to the Decision of the

Administrative Law Judge	JDA1916
--------------------------------	---------

Selected Pages from Charging Party's December 7,

2010 Answering Brief to Respondent's Exceptions.....	JDA1919
--	---------

Selected Pages from News-Press' January 21, 2011 Reply Brief in Support of Exceptions to the Decision of the Administrative Law Judge.....	JDA1929
NLRB's September 27, 2012 Decision and Order (358 N.L.R.B. No. 141).....	JDA1932
News-Press' October 25, 2012 Motion for Reconsideration.....	JDA2025
NLRB's May 31, 2013 Order Denying Motion for Reconsideration (357 N.L.R.B. No. 127).....	JDA2042
NLRB's March 17, 2015 Decision and Order (362 N.L.R.B. No. 26).....	JDA2048

ENTERED DEC 14 2001 *DM***Santa Barbara News-Press**

Reporter

Employee Information

John Zant
Employee Name

Sports/News
Department

Senior Reporter
Job Title

Date Started Present Job _____ Date Started with SBNP _____

Date Last Review _____ Date Next Review _____

(Two Levels of Approval Required)	
<i>[Signature]</i>	<i>12/10/01</i>
Immediate Supervisor's Signature	Date
<i>[Signature]</i>	<i>12/10/01</i>
Department Head's Signature	Date
<i>[Signature]</i>	<i>12/10/01</i>
HR/Department Signature	Date
<i>[Signature]</i>	<i>12/9/01</i>
General Manager's Signature	Date

Copies: ☐ Employee ☐ Supervisor ☐ HR Department ☐
 Publisher's Office

☐ **Job Description Reviewed**

- ☐ Changes made since last review
- ☐ No changes necessary

About Performance Review...

Performance Management plays a key role in helping the Santa Barbara News-Press fulfill its future goals. The Performance Management System is designed to provide you with constructive feedback on your performance and assist you with maximizing your productivity. The program is a comprehensive managerial process for developing an environment that enables each employee to reach his/her potential in pursuit of organizational objectives.

After you and your supervisor discuss your performance, the evaluation form will be returned to you for your signature to confirm that a discussion took place. You may, if you wish, enter additional comments of your own. A copy of the completed form, with your comments (if any), will be given to you and the original will be on file in the Human Resources Department.

Additional information regarding the Performance Management System can be found in your Employee Handbook.

Standards

Discuss strengths and weaknesses for the performance of the following standards using the scale below:

- 7 Excellent:** Consistently exceeds expectations.
- 6 Very Good:** Consistently meets or exceeds expectations.
- 5 Good:** Generally meets expectations. Improvement possible.
- 4 Average:** Meets expectations most of the time. Some improvement encouraged.
- 3 Below Average:** Meets expectations some of the time. Improvement necessary.
- 2 Improvement Needed:** Generally does not meet expectations. Substantial improvement required.
- 1 Unsatisfactory:** Immediate and substantial improvement required.

1. Knowledge of the job.

Rating

7

Lucid, Grammatical and Intelligent Writing, News Sense, Reporting Technique.

Comments:

2. Accuracy.

Rating

7

A reporter should consistently be able to report the news accurately.

Comments:

3. Quantity.

Rating

5

Covering and writing spot news stories that develop on a daily basis; writing feature stories that require interviews, investigation and research; and writing major and lengthy stories on complex subjects.

Comments:

4. Initiative. Rating**6***Comments:***5. Write Under Deadline Pressure. Rating****5**

A reporter should be able to write accurate and lucid copy under pressure of deadlines. A reporter should know to report any late developments of stories to the immediate supervisor.

*Comments:***6. Following departmental procedures in a timely manner. Rating****6***Comments:***7. Professionalism/Teamwork. Rating****6**

Maintain a professional attitude, acceptable ethical behavior and demeanor when dealing with colleagues, employees and the public; approach the job with an emphasis on teamwork and sensitivity to the overall needs of the department.

*Comments:***8. Safety Consciousness (following safety practices and procedures). Rating****6***Comments:*

Performance Objectives / Development Activities

Describe the 1 - 3 mutually developed objectives / activities and the results achieved.

1. Objective:

Result:

2. Objective:

Result:

3. Objective:

Result:

Availability for Work

Do any of the following items present problems?

Comments:

	<u>Yes</u>	<u>No</u>
1. Attendance	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Late for work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Prolonged meals or breaks	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. Availability for overtime, etc.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Work schedule changes	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Personal Time	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Overall Performance

Considering the performance of the Standards calculate the employee's overall job effectiveness as you see it.

Calculate the average of the performance standards by adding them and dividing by 8.

6.0

Employee Comments (Optional)

Employee's Signature

John D. Zant Date *12/13/01*

(Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)

SBNP/revised-11/01

EVALUATION: JOHN ZANT (ATTACHMENT)**1. Knowledge of the job:**

John, a former sports editor at the News-Press, is the department's featured writer and columnist, as well as a top-notch copy editor and idea man. His experience, news sense and creative writing touch have produced such compelling stories as last summer's piece on beach volleyball legend Henry Bergmann. He is extremely creative and perceptive, and I often rely on his experience when making decisions about news coverage and story ideas. Before the News-Press went to the new DTI software, John was also our computer expert. Since the conversion, however, he has not kept up with all the computer functions — particularly in the area of page makeup — and he is currently unable to pull a slot shift.

2. Accuracy:

John is a meticulous writer and editor and he takes great care with the facts of a story. He is also one of the best on our staff in producing clean copy.

3. Quantity:

John is a hard worker who frequently pitches in on the desk, handles our daily Bullpen column, and spells Dave on occasion to produce the TV and Radio Listings. This often takes him away from the thing he does best for us — write provocative columns and feature stories. John also concentrates more on quality than quantity in his writing assignments, and he has many writing awards to illustrate this. He does churn out a steady stream of copy while covering the UCSB women's basketball team.

4. Initiative:

John endeavors to write about events and issues when they are timely and topical. He does not seem to pursue many controversial issues, however.

5. Write under deadline pressure:

Quality consciousness sometimes slows John down to a fault, although his deadline performance on the Gauchos women's basketball beat has been good. The early-track deadline of 6 p.m. for columns and features is another story. This hasn't been considered to be a priority with John or others in our department, even though it is important to copy-flow issues.

6. Following departmental procedures in a timely manner:

John, as the UCSB women's basketball beat writer, travels more than any other sports department staffer. His expense reports from covering the team need to be completed in a more timely fashion. This is his only weakness in this area.

7. Professionalism/Teamwork:

John takes pride in his work and in our sports section, and that is reflected in how he conducts himself in both the community and the newsroom. He exhibits a good degree of integrity in what is perhaps the most publicly visible position in our department. He is a willing resource and aide to his colleagues.

8. Safety consciousness:

John has completed all safety training sessions and complies with all company procedures.

Performance Objectives/Development Activities:

1. Objective: Become more efficient with his use of time and not get bogged down with mundane tasks. This should lead to more columns — at least three a week.
2. Objective: Once basketball season ends, I want John to compile a run sheet of weekly feature projects for our Sunday edition, whether they are to be written by him or not.
3. Objective: Become computer-savvy enough with page design to be able to pull a slot shift when necessary.

Santa Barbara News-Press

Reporter

ENTERED FEB 27 2002 *all***Employee Information***Melinda Burns*
Employee Name*Newsroom*
Department*Reporter*
Job Title

Date Started Present Job _____ Date Started with SBNP _____

Date Last Review _____ Date Next Review _____

(Two Levels of Approval Required)	
<i>Andy Rose</i>	<i>12/12/01</i>
Immediate Supervisor's Signature	Date
<i>Jim [unclear]</i>	<i>12/12/01</i>
Department Head's Signature	Date
<i>Appelaca</i>	<i>12/3/01</i>
HR Department Signature	Date
<i>[Signature]</i>	<i>12/17/01</i>
General Manager's Signature	Date

Copies: ☐ Employee ☐ Supervisor ☐ HR Department ☐
 Publisher's Office

☐ **Job Description Reviewed**

- ☐ Changes made since last review
☐ No changes necessary

About Performance Review...

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- 2 Improvement Needed:** Generally does not meet expectations. Substantial improvement required.
- 1 Unsatisfactory:** Immediate and substantial improvement required.

1. Knowledge of the job.

Rating

Lucid, Grammatical and Intelligent Writing, News Sense, Reporting Technique.

Comments:

2. Accuracy.

Rating

A reporter should consistently be able to report the news accurately.

Comments:

3. Quantity.

Rating

Covering and writing spot news stories that develop on a daily basis; writing feature stories that require interviews, investigation and research; and writing major and lengthy stories on complex subjects.

Comments:

4. Initiative. Rating ☐

Comments:

5. Write Under Deadline Pressure. Rating ☐

A reporter should be able to write accurate and lucid copy under pressure of deadlines. A reporter should know to report any late developments of stories to the immediate supervisor.

Comments:

6. Following departmental procedures in a timely manner. Rating ☐

Comments:

7. Professionalism/Teamwork. Rating ☐

Maintain a professional attitude, acceptable ethical behavior and demeanor when dealing with colleagues, employees and the public; approach the job with an emphasis on teamwork and sensitivity to the overall needs of the department.

Comments:

8. Safety Consciousness (following safety practices and procedures). Rating ☐

Comments:

Performance Objectives / Development Activities

Describe the 1 - 3 mutually developed objectives / activities and the results achieved.

1. Objective:

Result:

2. Objective:

Result:

3. Objective:

Result:

Availability for Work

Do any of the following items present problems?

	<u>Yes</u>	<u>No</u>
1. Attendance	<input type="checkbox"/>	<input type="checkbox"/>
2. Late for work	<input type="checkbox"/>	<input type="checkbox"/>
3. Prolonged meals or breaks	<input type="checkbox"/>	<input type="checkbox"/>
4. Availability for overtime, etc.	<input type="checkbox"/>	<input type="checkbox"/>
5. Work schedule changes	<input type="checkbox"/>	<input type="checkbox"/>
6. Personal Time	<input type="checkbox"/>	<input type="checkbox"/>

Overall Performance

Considering the performance of the Standards calculate the employee's overall job effectiveness as you see it.

Calculate the average of the performance standards by adding them and dividing by 8.

Employee Comments (Optional)

Employee's Signature

Melinda Burns

Date

12/20/01

(Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)

SBNP/revised-11/01

Reporter: Melinda Burns

STANDARDS

1. Knowledge of the job.

Rating: 7

Comments:

2. Accuracy.

Rating: 6

Comments: I know of no egregious errors on Melinda's part. However, we should be striving for a zero-tolerance policy on typos and spelling errors from the entire staff, including the editors, and I will be asking for that attitude in 2002.

3. Quantity.

Rating: 6

Comments: Melinda is very good at both churning out dailies and researching and writing the more complex stories. Her "Profiles of Islam" series was informative and well-written, and courageous in light of the flak she took from Zionist corners. Other very nicely written and researched stories included the rigs-to-reef analysis, the RV dweller stories, and efforts to declare a no-fishing zone off the coast. My only concern, and I should say that it has not been a serious problem at any time, is that she has a very strong liberal stance, and occasionally seems initially reluctant to contact or play up a contrary viewpoint.

4. Initiative.

Rating: 7

Comments:

5. Write under Deadline Pressure.

Rating: ~~5~~ 6

Comments: Melinda is good under deadline pressure, but she sometimes takes a little longer than others to turn in her work.

6. Following departmental procedures in a timely manner.

Rating: 5

Comments:

7. Professionalism/teamwork.

Rating: 6

Comments: Melinda is reliable and conscientious, and she cares about the newspaper.

8. Safety consciousness.

Rating: 5

Comments: I assume this category doesn't really apply to the newsroom.

PERFORMANCE OBJECTIVES (This category to be filled out later, in conference with the reporter.)

AVAILABILITY FOR WORK (Y/N)

1. Attendance: N
2. Late for work: N
3. Prolonged meals or breaks: N
4. Availability for overtime, etc.: N
5. Work schedule changes: N
6. Personal time: N

OVERALL PERFORMANCE: 5.875 per SC change to 6

To: Jesse Chavarria
From: Melinda Burns
Re: My 2001 evaluation

do not think that an overall score of 6 out of 7 — a mid-range "B" grade — is a fair assessment of my work at this newspaper.

Last year, I received a written evaluation which could only be classified as a rating of excellence. I do not understand in what way I deserve less than that this year.

Every month, I have turned in an in-depth news project that takes a comprehensive look at a tough subject: Casmalia. Rigs-to-reefs. Steelhead. Muslim immigrants. RV people. Marine reserves. Pigs on Santa Rosa Island. Wind power. Pygmy mammoths. Transportation.

I have spent many hours of overtime to finish these stories, including on weekends. I work hard assembling complicated information for graphics, and it has paid off with some stunning spreads.

I strive for lucid, compelling writing. I always go the extra mile.

I object to a score of 6 for accuracy, when my copy is very clean and I make few errors. I object to a 6 in the category of quantity, when the kinds of stories I do are typically longer and take more time than dailies. I don't understand why I received a 5 for "newsroom procedures." Does turning a time card in on time really carry the same weight as researching a good story?

Why have I received less than a 7 for professionalism and teamwork? I spend hours working with the graphics department to present my stories in the best possible way.

How is it fair to lower my score with a 5 in the category of "safety consciousness" when "doesn't really apply to the newsroom"?

There is something wrong with the evaluation system here if a top employee cannot receive a top grade.

Melinda Burns

Dec. 20, 2001

Santa Barbara News-Press

Reporter

Employee Information

Barclay Brantingham
Employee Name

Newsroom
Department

Columnist
Job Title

Date Started Present Job _____ Date Started with SBNP _____

Date Last Review _____ Date Next Review _____

(Two Levels of Approval Required)	
<u>Andy Pore</u> Immediate Supervisor's Signature	<u>12/10/01</u> Date
_____ Department Head's Signature	_____ Date
<u>CA Podaca</u> HR Department Signature	<u>12/5/01</u> Date
<u>[Signature]</u> General Manager's Signature	<u>12/3/01</u> Date

Copies: ☐ Employee ☐ Supervisor ☐ HR Department ☐
Publisher's Office

☐ **Job Description Reviewed**

- ☐ Changes made since last review
☐ No changes necessary

About Performance Review...

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Standards

Discuss strengths and weaknesses for the performance of the following standards using the scale below:

- 7 Excellent:** Consistently exceeds expectations.
- 6 Very Good:** Consistently meets or exceeds expectations.
- 5 Good:** Generally meets expectations. Improvement possible.
- 4 Average:** Meets expectations most of the time. Some improvement encouraged.
- 3 Below Average:** Meets expectations some of the time. Improvement necessary.
- 2 Improvement Needed:** Generally does not meet expectations. Substantial improvement required.
- 1 Unsatisfactory:** Immediate and substantial improvement required.

1. Knowledge of the job.

Rating

Lucid. Grammatical and Intelligent Writing, News Sense, Reporting Technique.

Comments:

2. Accuracy.

Rating

A reporter should consistently be able to report the news accurately.

Comments:

3. Quantity.

Rating

Covering and writing spot news stories that develop on a daily basis; writing feature stories that require interviews, investigation and research; and writing major and lengthy stories on complex subjects.

Comments:

4. Initiative. Rating ☐

Comments:

5. Write Under Deadline Pressure. Rating ☐

A reporter should be able to write accurate and lucid copy under pressure of deadlines. A reporter should know to report any late developments of stories to the immediate supervisor.

Comments:

6. Following departmental procedures in a timely manner. Rating ☐

Comments:

7. Professionalism/Teamwork. Rating ☐

Maintain a professional attitude, acceptable ethical behavior and demeanor when dealing with colleagues, employees and the public; approach the job with an emphasis on teamwork and sensitivity to the overall needs of the department.

Comments:

8. Safety Consciousness (following safety practices and procedures). Rating ☐

Comments:

Performance Objectives / Development Activities

Describe the 1 - 3 mutually developed objectives / activities and the results achieved.

1. Objective:

Result:

2. Objective:

Result:

3. Objective:

Result:

Availability for Work

Do any of the following items present problems?

	<u>Yes</u>	<u>No</u>
1. Attendance	<input type="checkbox"/>	<input type="checkbox"/>
2. Late for work	<input type="checkbox"/>	<input type="checkbox"/>
3. Prolonged meals or breaks	<input type="checkbox"/>	<input type="checkbox"/>
4. Availability for overtime, etc.	<input type="checkbox"/>	<input type="checkbox"/>
5. Work schedule changes	<input type="checkbox"/>	<input type="checkbox"/>
6. Personal Time	<input type="checkbox"/>	<input type="checkbox"/>

[illegible]

Reporter: Barclay Brantingnam

STANDARDS

1. Knowledge of the job.

Rating: 7

Comments: Barney seems to know everything and everyone in this town.

2. Accuracy.

Rating: 6

Comments: I know of no problems.

3. Quantity.

Rating: 7

Comments: Barney does five columns a week.

4. Initiative.

Rating: 6

Comments: I never have to worry about Barney. He's about the most productive columnist I've ever seen.

5. Write under deadline pressure.

Rating: 7

Comments:

6. Following departmental procedures in a timely manner.

Rating: 5

Comments:

7. Professionalism/teamwork.

Rating: 6

Comments: Barney is dedicated to the newspaper and often tips off the city desk on stories.

8. Safety consciousness.

Rating: 5

Comments:

PERFORMANCE OBJECTIVES (This category to be filled out later, in conference with the reporter.)

AVAILABILITY FOR WORK (Y/N)

1. Attendance: N
2. Late for work: N
3. Prolonged meals or breaks: N
4. Availability for overtime, etc.: N
5. Work schedule changes: N
6. Personal time: N

OVERALL PERFORMANCE: 6.125

Santa Barbara News-Press

Reporter

Employee Information

Jose Luis Jimenez
Employee Name

Newsroom
Department

Reporter
Job Title

Date Started Present Job Date Started with SBNP

Date Last Review Date Next Review

(Two Levels of Approval Required)	
<u>Andy Rovee</u> Immediate Supervisor's Signature	<u>12/13/01</u> Date
<u>[Signature]</u> Department Head's Signature	<u>12/14/01</u> Date
<u>[Signature]</u> HR Department Signature	<u>12/14/01</u> Date
<u>[Signature]</u> General Manager's Signature	<u>12/14/01</u> Date

Copies: ☐ Employee ☐ Supervisor ☐ HR Department ☐
Publisher's Office

☐ **Job Description Reviewed**

- ☐ Changes made since last review
☐ No changes necessary

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- 3 **Below Average:** Meets expectations some of the time. Improvement necessary.
- 2 **Improvement Needed:** Generally does not meet expectations. Substantial improvement required.
- 1 **Unsatisfactory:** Immediate and substantial improvement required.

1. Knowledge of the job.

Rating

Lucid, Grammatical and Intelligent Writing, News Sense, Reporting Technique.

Comments:

2. Accuracy.

Rating

A reporter should consistently be able to report the news accurately.

Comments:

3. Quantity.

Rating

Covering and writing spot news stories that develop on a daily basis; writing feature stories that require interviews, investigation and research; and writing major and lengthy stories on complex subjects.

Comments:

4. Initiative. Rating ☐

Comments:

5. Write Under Deadline Pressure. Rating ☐

A reporter should be able to write accurate and lucid copy under pressure of deadlines. A reporter should know to report any late developments of stories to the immediate supervisor.

Comments:

6. Following departmental procedures in a timely manner. Rating ☐

Comments:

7. Professionalism/Teamwork. Rating ☐

Maintain a professional attitude, acceptable ethical behavior and demeanor when dealing with colleagues, employees and the public; approach the job with an emphasis on teamwork and sensitivity to the overall needs of the department.

Comments:

8. Safety Consciousness (following safety practices and procedures). Rating ☐

Comments:

Performance Objectives / Development Activities

Describe the 1 - 3 mutually developed objectives / activities and the results achieved.

1. Objective:

Result:

2. Objective:

Result:

3. Objective:

Result:

Availability for Work

Do any of the following items present problems?

	<u>Yes</u>	<u>No</u>
1. Attendance	<input type="checkbox"/>	<input type="checkbox"/>
2. Late for work	<input type="checkbox"/>	<input type="checkbox"/>
3. Prolonged meals or breaks	<input type="checkbox"/>	<input type="checkbox"/>
4. Availability for overtime, etc.	<input type="checkbox"/>	<input type="checkbox"/>
5. Work schedule changes	<input type="checkbox"/>	<input type="checkbox"/>
6. Personal Time	<input type="checkbox"/>	<input type="checkbox"/>

Overall Performance

Considering the performance of the Standards calculate the employee's overall job effectiveness as you see it.

Calculate the average of the performance standards by adding them and dividing by 8.

Employee Comments (Optional)

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There is a vertical margin line on the left side, creating a narrow left margin. The paper appears to be from a notebook or a standard ruled document.

Employee's Signature

(Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)

Date _____

12/14/01

SBNP/revised-11/01

Reporter: Jose Luis Jimenez

STANDARDS

1. Knowledge of the job.

Rating: 6

Comments: Jose has the court beat down. He is an intelligent young man with a bright career ahead of him. If he continues to learn and work on his technique and his knowledge of the subject, he could be among the best court reporters, anywhere. And I feel sure he could also excel in any other beat. His writing is often good, but it's sometimes just average, and this is the area where he can really improve. In 2002, I believe he should focus on becoming a great writer.

2. Accuracy.

Rating: 5

Comments: I know of no egregious errors on Jose's part. However, we should be striving for a zero-tolerance policy on typos and spelling errors from the entire staff, including the editors, and I will be asking for that attitude in 2002.

3. Quantity.

Rating: 7

Comments: Jose is prolific, producing at least one story a day and usually more. He almost always comes through, and his weekenders are good reads and always informative. He's also helped out by training Che Tabisola to freelance in LA for us, and he still does a good job with that.

4. Initiative.

Rating: 7

Comments: Jose has the green light to steal second base any time, i.e. he knows what he's doing and I can rely on him to keep track of cases. And he comes up with good ideas for projects and weekenders.

5. Write under Deadline Pressure.

Rating: 6

Comments: He usually makes deadline.

6. Following departmental procedures in a timely manner.

Rating: 5

Comments: No major problems, but he could make some small improvements, e.g. stop filling out his time card at 4 p.m. on Friday.

7. Professionalism/teamwork.

Rating: 4

Comments: I have heard complaints from staffers who felt Jose was sometimes rude and condescending, leaving them loath to work with him. I have seen and experienced it a few times myself. In one case, he walked up just as Dawn was hearing about a double homicide, and announced that he heard about it, but didn't bother to call in because he figured we ought to know already. In another case, I asked him a simple question that could have been answered with one word: "Yes." Instead, he said: "This was a simple story. I don't feel like taking a lot of time to explain it." These kind of statements unnecessarily hurt morale, and I am concerned that it will hurt his career in places where editors aren't so abiding.

8. Safety consciousness.

Rating: 5

Comments: I assume this category doesn't really apply to the newsroom.

PERFORMANCE OBJECTIVES (This category to be filled out later, in conference with the reporter.)

AVAILABILITY FOR WORK (Y/N)

1. Attendance: Y (Missed flights on three occasions, forcing other reporters to fill in.)
2. Late for work: N
3. Prolonged meals or breaks: N
4. Availability for overtime, etc.: N
5. Work schedule changes: N
6. Personal time: N

OVERALL PERFORMANCE: 5.625

October 2, 2001

TO: Vicki Adame
FROM: Jesse Chavarria
RE: Job Performance

As we discussed during our meeting on September 24, there are several aspects of your performance that are of concern to News-Press management and newsroom editors. We have discussed these issues previously. Following is a description of three key problematic areas and the steps you are expected to take in order to correct them.

1. Unwillingness to work as part of the newsroom team

Reporters are expected to accept assignments in a cooperative spirit and display a professional attitude when dealing with colleagues. We expect reporters to interact with assigning editors to develop strategies for obtaining and uncovering factual information and to discuss the story approach and structure in detail. Assistant City Editors Jane Hulse and Scott Steepleton comment that your approach is typically to question the necessity of story assignments, reluctantly carry them out when pressed, supply one or two word responses to their questions and exert insufficient effort in pursuing assignments. Even the simple listing of death notices is made difficult for everyone when you do not follow our standard formula for writing them. Hulse and Steepleton also mention that you do not complete the expected night reporter duties of checking in with the dayside police reporter, making cop calls, carrying your pager and two-way radio and leaving them on, checking the fax machine for news releases, and monitoring the police scanner. Increased communication between you and your editors, especially in developing and shaping your stories, and approaching the job with an emphasis on teamwork and following News-Press style are important steps in addressing this area of concern.

2. Lack of thoroughness and reporting/poor news sense

Reporters are expected to aggressively pursue any and all story assignments, whether it's a brief, outline or an in-depth news report. That means making lots of phone calls, finding various sources, getting to the scene quickly when possible and finding and making use of information that can be found online. A reporter should demonstrate intellectual curiosity and resourcefulness in gathering the news. A reporter should demonstrate a depth of understanding of news events and should capture the subtleties and important details of the events being reported. By contrast, the City Editor and Assistant City Editors comment that your stories are usually only surface-level accounts demonstrating little in the way of interviews, investigation and research, often requiring queries for additional information, sourcing, clarification and organization. (See attached memo from Scott for specific example.) Additionally, your reaction to comments about coverage

from superiors is frequently that you cannot reach anyone or that the story cannot be done for some reason. We do not experience these problems with other reporters.

3. Work volume is too low

Some weeks are busier than others, but in general you are expected to file two stories (10 per week) for each full-time shift. You are presently averaging fewer than 5 bylines per week.

Future Expectations:

As you requested, following is a specific list of expectations of your nightshift duties. These are specific expectations, but do not represent the totality of your job. We also expect you to show initiative in getting every story done as completely and quickly as possible.

- *Check with dayside police reporter as soon as you get in for a debriefing on status of police news. Find out what briefs and stories have been done or assigned, which still need doing and which may be coming.

- *Check city budget story listing document, for story assignment. Coordinate coverage and discuss assignments with night assistant city editor. Inform ACE of any scheduled interviews as much in advance (preferably several days) as possible. We expect all reporters to be informed on overall news and current events.

- *Relocate police scanner to your desk and actively monitor during the course of the night. Please take portable scanner with you during dinner breaks or interviews.

- *Please carry your pager and cell phone/two way with you at all times and leave them on.

- *Please watch the 5 p.m. or 6 p.m. KEYT news broadcast to check on any stories that might have escaped our notice and that you might have to pursue.

- *Please do at least two rounds of police/fire calls, once when you come in and one later at night, checking the information recordings as well as with watch commanders and others on duty. Discuss the finding with the night ACE in detail.

- *Please check the fax machine and gather and complete any death notices and/or news obituaries. Dole out faxes to appropriate baskets and let ACE know of any pertinent news faxes.

- *Please leave a full and complete night note for the city editor and police reporter, detailing the night activity and explaining our efforts to get stories we might have missed.

Santa Barbara News-Press

Employee Information

Employee Name Hildy Medina
Department Newsroom
Job Title Reporter
Date Started Present Job _____ Date Started with SBNP _____
Date Last Review _____ Date Next Review 11/03

ENTERED DEC 11 2002 *du*

JR
Upodaca 11/11/02
~~11/11/02~~ 11/11/02
Andy Rose 12/9/02

Copies: 0 Employee 0 Supervisor 0 HR Department 0 Publisher's Office

0 Job Description Reviewed

- 0 Changes made since last review
- 0 No changes necessary

Standards

Discuss strengths and weaknesses for the performance of the following standards using the scale below:

- 5 Consistently excels or exceeds expectations.
- 4 Consistently meets expectations. Improvement possible.
- 3 Generally meets expectations. Some improvement encouraged.
- 2 Meets expectations sometimes. Improvement required.
- 1 Generally does not meet expectations. Substantial improvement required.

1. Knowledge of the job. Rating 3

Lucid. Grammatical and Intelligent Writing, News Sense, Reporting Technique.

Comments:

Hildy has gotten off to a great start in the short time she's been at the News-Press, and she's at work building contacts on her beat in the Santa Ynez Valley. She has learned the technical aspects of the job quickly, and shows some real flair in her writing. She should get some opportunities to stretch out on projects and weekenders in the coming year.

2. Accuracy. Rating 3

A reporter should consistently be able to report the news accurately.

Comments:

No major problems.

3. Quantity. Rating 4

Covering and writing spot news stories that develop on a daily basis; writing feature stories that require interviews, investigation and research; and writing major and lengthy stories on complex subjects.

Comments:

Hildy's work has been very good so far. She's supplied dailies and weekenders on the North-South split, the cave-in at the casino, and the plan to build a ferris wheel in Solvang. As she gets more comfortable on the new job, she should start to develop more complex stories and takeouts.

4. Initiative. Rating 3*Comments:*

Hildy is an aggressive reporter with a lot of enthusiasm and a good nose for news.

5. Write Under Deadline Pressure. Rating 2

A reporter should be able to write accurate and lucid copy under pressure of deadlines. A reporter should know to report any late developments of stories to the immediate supervisor.

Comments:

She tends to push deadline, perhaps because she tends to be reluctant to let even simple stories go without several rounds of self-editing.

6. Following departmental procedures in a timely manner. Rating 4*Comments:*

No major problems here, although she could get that time card in by Friday morning once in a while.

7. Professionalism/Teamwork. Rating 4

Maintain a professional attitude, acceptable ethical behavior and demeanor when dealing with colleagues, employees and the public; approach the job with an emphasis on teamwork and sensitivity to the overall needs of the department.

Comments:

Hildy is almost always willing to pick up whatever story needs to be assigned. She's a pleasure to work with, and more than willing to help out other reporters.

8. Safety Consciousness (following safety practices and procedures). Rating 4

Comments: She keeps her desk clear of debris, never leaves a bicycle parked in front of a staircase, and attends all safety seminars.

Performance Objectives / Development Activities

Describe the 1 - 3 mutually developed objectives / activities and the results achieved.

1. Objective:

Improve deadline performance.

Result:

2. Objective:

Establish the Santa Ynez Valley beat.

Result:

3. Objective:

More projects / investigative work.

Result:

Availability for Work

Do any of the following items present problems? Comments:

Yes No

1. Attendance 0 0
2. Late for work 0 0
3. Prolonged meals or breaks 0 0
4. Availability for overtime, etc. 0 0
5. Work schedule changes 0 0
6. Personal Time 0 0

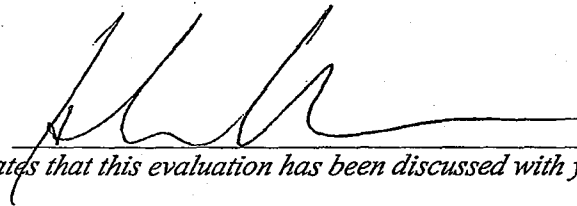
Overall Performance 3.33

Considering the performance of the Standards calculate the employee's overall job effectiveness as see it.

Calculate the average of the performance standards by adding them and dividing by 8.

Employee Comments (Optional)

Employee's Signature



Date

11-22-02

(Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)

SBNP/revised-07/02

ENTERED APR 09 2003 *all***Santa Barbara News-Press**

Reporter

Employee Information

John Zant
Employee Name

Sports / Editorial
Department

Job Title

Date Started Present Job

Date Started with SBNP

Date Last Review

Date Next Review

(Two Levels of Approval Required)	
<i>[Signature]</i>	12/18/02
Immediate Supervisor's Signature	Date
<i>[Signature]</i>	
Department Head's Signature	Date
<i>[Signature]</i>	11/11/02
HR Department Signature	Date
<i>[Signature]</i>	11/11/02
Publisher's Signature	Date

Copies: ☐ Employee ☐ Supervisor ☐ HR Department ☐ Publisher's Office

☐ **Job Description Reviewed**
☐ Changes made since last review

☐ No changes necessary
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- 4 Consistently meets expectations. Improvement possible.
- 3 Generally meets expectations. Some improvement encouraged.
- 2 Meets expectations sometimes. Improvement required.
- 1 Generally does not meet expectations. Substantial improvement required.

1. Knowledge of the job.

Rating

4.5

Lucid, Grammatical and Intelligent Writing, News Sense, Reporting Technique.

Comments:

2. Accuracy.

Rating

4

A reporter should consistently be able to report the news accurately.

Comments:

3. Quantity.

Rating

4

Covering and writing spot news stories that develop on a daily basis; writing feature stories that require interviews, investigation and research; and writing major and lengthy stories on complex subjects.

Comments:

4. Initiative. Rating

5

Comments:

5. Write Under Deadline Pressure.

Rating

3

A reporter should be able to write accurate and lucid copy under pressure of deadlines. A reporter should know to report any late developments of stories to the immediate supervisor.

Comments:

6. Following departmental procedures in a timely manner. Rating

4

Comments:

7. Professionalism/Teamwork.

Rating

4

Maintain a professional attitude, acceptable ethical behavior and demeanor when dealing with colleagues, employees and the public; approach the job with an emphasis on teamwork and sensitivity to the overall needs of the department.

Comments:

8. Safety Consciousness (following safety practices and procedures). Rating

3

Comments:

Performance Objectives / Development Activities

Describe the 1 - 3 mutually developed objectives / activities and the results achieved.

1. Objective:

Result:

2. Objective:

Result:

3. Objective:

Result:

Availability for Work

Do any of the following items present problems?

Comments:

	Yes	No
1. Attendance	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Late for work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Prolonged meals or breaks	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. Availability for overtime, etc.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Work schedule changes	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Personal Time	<input type="checkbox"/>	<input checked="" type="checkbox"/>

JOHN ZANT PERSONNEL EVALUATION:**1. Knowledge of the job:**

News sense, lucid, grammatical and intelligent editing and writing, news sense, reporting technique, computer proficiency, page design skills:

John is the star of our department — our main columnist, who also pitches in to cover high school football and work the UCSB women's basketball beat. As the former sports editor of the News-Press, he has an incredible wealth of experience and knowledge of nearly everything we deal with. The only thing which he has not been asked to do is paginate pages, although it would not take him long to learn. He is both creative and perceptive in his writing. He is particularly adapt at finding interesting angles for his columns and features, and crafting them into a story worth reading to the end.

2. Accuracy:

A reporter should consistently be able to report the news accurately. In editing, heads must agree with stories; cutlines must match the photos they accompany.

John takes great care with the facts of his stories and rarely needs much editing. He is meticulous, sometimes to a fault when deadline is pending.

3. Quantity:

Covering and writing spot news stories that develop on a daily basis; writing feature stories that require interviews, investigation and research; and writing major and lengthy stores on complex subjects. A copy editor should be able to keep the pace in moving copy, artwork, cutlines, headlines and dummies to meet deadlines. Material processed by an editor should be ready to be published with minimum checking.

John was asked this year to increase his column output to a consistent three times a week, and he has met that challenge well. He has done this while continuing his normal tasks such as producing our daily Bullpen column, writing feature stories outside his beat, and pitching in when necessary to produce the TV and Radio Listings. He also provides his UCSB women's basketball beat with extensive coverage.

4. Initiative:

Regularly demonstrate imagination and depth of understanding of news events by assembling the information to inspire the reader to focus on the story; suggest story, photo and art ideas, demonstrate intellectual curiosity, and resourcefulness in presenting the news.

He has been both timely and topical with his columns. When Ted Williams died, he produced a little-known story about his local connection ready to go a day later. He was also ready and willing to give the News-Press exclusive coverage of the NBA Finals and the World Series. He keeps track of anniversaries that have local significance, such as the 55th year since Al Gionfriddo's World Series, and always gives a fresh take on it — this year by highlighting a rare photo of him beating Yogi Berra's throw to steal second.

5. Work under deadline pressure:

A reporter should be able to write accurate and lucid copy under pressure of deadlines. A reporter should know to report any late developments of stories to the immediate supervisor. Cope with daily pressure of producing a newspaper, to meet the deadlines and to perform intelligently and accurately in spite of those pressures and deadlines.

John, a perfectionist in his writing, has improved his deadline performance, but still has room to grow. He is better at meeting late-track deadlines when covering an event, but often pushes the envelope of the early-track deadlines. This is unquestionably his weakest area.

6. Following departmental procedures in a timely manner:

John does all that is asked and required of him.

7. Professionalism/Teamwork:

Maintain a professional attitude and demeanor when dealing with colleagues, employees and the public; approach the job with an emphasis on teamwork and sensitivity to the overall needs of the department.

John's pride in his profession manifests itself well with how he deals with the public. As our featured columnist, he receives a large amount of calls, mail and e-mail from our readers, and he dutifully listens and responds to all of them. He readily helps his colleagues, whenever they need it, and is not adverse to pitching in with the more laborious duties of our department. John does need to communicate more with both me and the desk on what he is working on and when he will have it completed. Occasionally, I'll still be in the dark about the topic of his column by the time the 3 p.m. budget meeting starts.

8. Safety consciousness:

John has completed all safety training sessions and complies with all company procedures.

Objectives for the future:

I'd like him to continue improving on his deadline performance, and in communicating with others in the department.

ENTERED DEC 02 2002

OM

Santa Barbara News-Press

Reporter

Employee Information

Maria Zate
Employee Name

Newsroom - Business
Department

Business Reporter
Job Title

May 3, 2001 May 3, 2001
Date Started Present Job Date Started with SBNP

Dec. 2001
Date Last Review

Date Next Review

(Two Levels of Approval Required)	
<u>Mark van der Kamp</u> Immediate Supervisor's Signature	<u>Oct-31-2002</u> Date
<u>JL</u> Department Head's Signature	<u>11/6/02</u> Date
<u>[Signature]</u> HR Department Signature	<u>11-5-02</u> Date
<u>[Signature]</u> Publisher's Signature	<u>11/10/02</u> Date

Copies: ☐ Employee ☐ Supervisor ☐ HR Department ☐ Publisher's Office

☐ **Job Description Reviewed**

- ☐ Changes made since last review
- ☐ No changes necessary

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- 4 Consistently meets expectations. Improvement possible.
- 3 Generally meets expectations. Some improvement encouraged.
- 2 Meets expectations sometimes. Improvement required.
- 1 Generally does not meet expectations. Substantial improvement required.

1. Knowledge of the job.

Rating

☐

Lucid, Grammatical and Intelligent Writing, News Sense, Reporting Technique.

Comments:

see attached review

2. Accuracy.

Rating

☐

A reporter should consistently be able to report the news accurately.

Comments:

3. Quantity.

Rating

☐

Covering and writing spot news stories that develop on a daily basis; writing feature stories that require interviews, investigation and research; and writing major and lengthy stories on complex subjects.

Comments:

4. Initiative. Rating ☐

Comments:

5. Write Under Deadline Pressure. Rating ☐

A reporter should be able to write accurate and lucid copy under pressure of deadlines. A reporter should know to report any late developments of stories to the immediate supervisor.

Comments:

6. Following departmental procedures in a timely manner. Rating ☐

Comments:

7. Professionalism/Teamwork. Rating ☐

Maintain a professional attitude, acceptable ethical behavior and demeanor when dealing with colleagues, employees and the public; approach the job with an emphasis on teamwork and sensitivity to the overall needs of the department.

Comments:

8. Safety Consciousness (following safety practices and procedures). Rating ☐

Comments:

Performance Objectives / Development Activities

Describe the 1 - 3 mutually developed objectives / activities and the results achieved.

1. Objective:

Result:

2. Objective:

Result:

3. Objective:

Result:

Availability for Work

Do any of the following items present problems?

Comments:

	<u>Yes</u>	<u>No</u>
1. Attendance	<input type="checkbox"/>	<input type="checkbox"/>
2. Late for work	<input type="checkbox"/>	<input type="checkbox"/>
3. Prolonged meals or breaks	<input type="checkbox"/>	<input type="checkbox"/>
4. Availability for overtime, etc.	<input type="checkbox"/>	<input type="checkbox"/>
5. Work schedule changes	<input type="checkbox"/>	<input type="checkbox"/>
6. Personal Time	<input type="checkbox"/>	<input type="checkbox"/>

Employee Evaluation for Maria Zate

OVERALL RATING: 3.7

KNOWLEDGE OF THE JOB: SCORE = 3.5

Maria is a strong reporter who has excellent techniques and solid news judgement. She has diligently built up a solid network of sources on her beats.

She knows where to find documents and how to interpret them, from 10-Qs and 8-Ks to annual reports.

Her reporting style is effective. She can be aggressive and she can be charming to get news. Maria treats her sources with respect so they trust her. As an example of this, she landed an exclusive interview with developer Bill Levy about his waterfront timeshare project and his alliance with Ritz-Carlton. She was the only reporter he would talk to, because she cultivated trust with her good reporting.

Room for improvement: Learning other beats within the business community that other business reporters have covered, such as the oil and gas industry, aerospace and defense, and development. I have no doubts that she can do this well, and will do so as the business news desk adds a third staffer. She should stretch her reporting skills into other areas, learning about even more local people, places and issues.

ACCURACY: SCORE = 4

Maria is very accurate in her reporting. For all the stories she does on a wide variety of topics, many of them full of complicated numbers, she has very few corrections. This is not a problem area.

QUANTITY: 4

Maria is very productive. She writes more than just about anyone on the staff. This is because the business news staff is so small (3 staffers) compared to Sports, Life, and City Desk, all of which have anywhere from eight to 17 staffers.

She consistently finds stories to help fill the business pages. I can count on her to file a story every day and sometimes she files 2 or 3 stories.

Her huge contribution became all-important with the creation of the Wednesday Business page covers in May. That occurred immediately following the resignation of Business Editor Dave Bemis. That combo would discourage a lesser reporter. Maria raised herself to write even more.

It's important to point out that the business reporter has to write in-depth stories for Wednesdays and Sundays but gets very little time to do reporting and writing. Other reporters in different departments get bigger blocks of time. The business reporter must squeeze in time between the constant demand for daily stories. Maria's story quantity is strong.

Room for improvement: After a second business reporter is hired, I will work with Maria to continue our cooperative effort to polish her work and lighten her daily output so she can spend more time on solid features and in-depth stories. Ideally, we will improve our long-term planning, and ideally, she will turn in those bigger stories earlier.

Also, in the coming year I will introduce new content to the business pages and Maria will be asked to contribute her time and effort for that.

INITIATIVE: SCORE = 3.5

Maria really enjoys her work as a business reporter and constantly strives to improve the business section. She brings lots of enthusiasm, shows up on time and works hard. She generates plenty of strong ideas, follows leads diligently and seeks to include a wide variety of sources to support her stories.

There is room for improvement, as I explain below.

But I must emphasize that she is competitive with other media, is a self-starter and dependable, and digs out key economic barometers for bread-and-butter stories that are important and well-read.

Here are some of her highlights:

- Profile on Charles Schwab. Maria landed a face-to-face interview with the investor maverick in his San Francisco highrise office, and wrote a widely read piece. The timing was perfect, given the stock market

plunged to its lowest level in five years and corporate scandals filled our headlines.

- Profile on William Foley, CEO of Fidelity National Financial here in Santa Barbara. Again, she landed a face-to-face with the head of one of our largest publicly traded companies. The timing was strong, given the financial scandals elsewhere in the news.

- Her careful coverage of the real estate market churned out several particularly strong stories. She spotted the trend of builders capitalizing on the higher density requirements to build more condos on small parcels, but still selling them at near \$1 million each to break even. She examined the city's housing priorities.

Another story examined the mobile/manufactured home segment as an alternative for families who might otherwise be forced to leave our high-priced area. It opened a lot of eyes and dispelled stereotypes about what mobile homes look like and who lives in them.

Maria did a great story "One in four local home buyers paid in cash" that revealed a transfer of wealth from the stock market to real estate.

She also broke news on the other side of the Blankenships, whose critics derailed their condo project. She depicted their costly journey through the permit process then having to restart because of the appeal.

- She followed the Hayward Lumber union workers strike from start to finish, getting voices of the strikers and the company.

Room for improvement: As we reshape business coverage, I want Maria to focus less on publicly traded companies and more on producing profiles and workplace issue coverage, even occasionally tracking legislation that is pertinent. She has already done some of this, and quite ably, but not a great deal probably because it was not formally encouraged by prior editors.

Maria does follow directions very well and is eager to please.

WRITING UNDER DEADLINE PRESSURE: SCORE = 3

Maria writes well and her stories require minimal editing. She's not the fastest writer on staff but most always hits deadline and hardly ever needs overtime.

Room for improvement: She could do better with improved time management by filing smaller stories or briefs earlier in the day to free herself for work on larger stories and breaking news.

Maria has done well at meeting the earlier deadlines I imposed in September. That was an agreement with the Copy Desk to improve nighttime page production flow. We moved up the deadlines by a full hour. We are getting the pages finished earlier for the press.

FOLLOWING DEPARTMENTAL PROCEDURES IN A TIMELY MANNER: SCORE = 4

Maria has no serious problems here. Our small department was just two people from May to the present (Oct. 31) and pitches in every day.

Frankly, after the sudden resignation of the editor in May, story planning slipped badly in the department, which was just myself and Maria. There was no longer an editor who took time to organize anything, although acting editor Michael Todd did an excellent job of page design every day -- and even wrote some stories. Maria knows our procedures and carried her weight.

Room for improvement: Even better organization, which we all need to do. This is truest for long-term planning so the workload peaks are sanded down into hills.

I'm glad to write that Maria does not need much reminding to get the job done.

PROFESSIONALISM/TEAMWORK: SCORE = 3.5

Maria is a dedicated pro. She is half the department and pitches in every day. She has a strong work ethic and takes pride in her work. She arrives on time and puts in a full day. She does not take long lunches. Other reporters have commented to me on many occasions that Maria is a real go-getter. She takes responsibility, shares tips with reporters and keeps the confidence of her sources. Maria doesn't write "junk" to fill the page.

She is a team player. I wish that during the year she had been selected to work on both special packages that I was part of, the Reed Slatkin scandal and the North vs. South county split overview. She would have been a valuable asset. She apparently was not chosen because she was valuable in producing daily copy for the business pages while I was on those projects.

Room for improvement: She should be placed on a team project next year. She will welcome that opportunity.

SAFETY CONSCIOUSNESS: SCORE = 5

Maria has successfully completed all of the company's required ergonomics and safety training. She has read the employee handbook. She drives safely. She does not run in the office. She maintains a safe desk.

Here are some goals I would like to pursue for 2003:

In an effort to follow the News-Press goals outlined by Jerry for more local stories and getting more people into the paper, here are my goals -

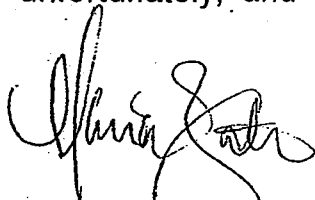
1. Fine tune our business beats to focus on those industries, issues, companies that hold the most impact for our readers. This means setting better priorities for beat coverage by each business reporter.

2. Writing at least one business profile a week that focuses on a small local company. Getting insights, history and interesting quotes that will allow readers an inside view of how a company works and the challenges a person faces in running a small business.

3. Writing at least two stories a month on local workplace issues such as child care, health insurance, housing and other topics faced by both employers and employees. This includes developing a survey system to publish in the paper to help get feedback from workers on how they feel about their companies and these issues.

4. Developing a way to revamp the Business Outlook so that it comes out at the same time companies are planning their yearly budgets. Companies often ask for economic data such as unemployment, economic growth projections, housing costs, largest companies, etc. to help plan their strategic budgets for the year. I think publishing this in September or October would provide a valuable resource to the business community and also provide advertising with a more desirable product to sell.

5. Striving to put more diversity into my stories. I'm a bit troubled that the majority of my sources and subjects tend to be white and male. I need to look harder to get more diverse voices and faces into my stories, even though Santa Barbara's economic structure makes it challenging to go beyond this status quo. This takes a bit more time, unfortunately, and I just have to put more time into it.


Dec. 2, 2002

Santa Barbara News-Press

Employee Information

ENTERED DEC 11 2002 *du*Employee Name Barney BrantinghamDepartment NewsroomJob Title ColumnistDate Started Present Job Date Started with SBNP Date Last Review 11/01 Date Next Review 11/03

Copies: 0 Employee 0 Supervisor 0 HR Department 0 Publisher's Office

JR
upodaca 11/11/02
~~11/11/02~~
Andy R 12/9/02

0 Job Description Reviewed

0 Changes made since last review

0 No changes necessary

Standards

Discuss strengths and weaknesses for the performance of the following standards using the scale below:

- 5 Consistently excels or exceeds expectations.
- 4 Consistently meets expectations. Improvement possible.
- 3 Generally meets expectations. Some improvement encouraged.
- 2 Meets expectations sometimes. Improvement required.
- 1 Generally does not meet expectations. Substantial improvement required.

1. Knowledge of the job. Rating 4

Lucid. Grammatical and Intelligent Writing, News Sense, Reporting Technique.

Comments:

Barney is fast, and he's plugged in. He is often aware of a story before other reporters hear about it, and his institutional knowledge is an important asset. Although he has a style developed over decades as a columnist, he is willing to listen and work on his writing skills, realizing there is always room for improvement. His copy is usually clean but there are occasional typos or misspellings.

2. Accuracy. Rating 4

A reporter should consistently be able to report the news accurately.

Comments:

No major problems.

3. Quantity. Rating 4

Covering and writing spot news stories that develop on a daily basis; writing feature stories that require interviews, investigation and research; and writing major and lengthy stories on complex subjects.

Comments:

Barney does five columns a week. That's more than any columnist I've seen. In addition, he writes travel pieces with photos for which he gets no extra pay.

4. Initiative. Rating 3*Comments:*

He's passionate about the newspaper's direction and gets involved with projects and breaking news. Barney often offers ideas for columns to coincide with projects. He has worked hard to get even more people into his columns.

5. Write Under Deadline Pressure. Rating 4

A reporter should be able to write accurate and lucid copy under pressure of deadlines. A reporter should know to report any late developments of stories to the immediate supervisor.

Comments:

Barney hasn't broken deadline since I've been here, and I can't imagine he ever will.

6. Following departmental procedures in a timely manner. Rating 4*Comments:*

No problems.

7. Professionalism/Teamwork. Rating 4

Maintain a professional attitude, acceptable ethical behavior and demeanor when dealing with colleagues, employees and the public; approach the job with an emphasis on teamwork and sensitivity to the overall needs of the department.

Comments:

Barney cares about the newspaper more than some of the people who are just getting started in their careers, and he projects a welcoming, cooperative attitude toward his coworkers.

8. Safety Consciousness (following safety practices and procedures). Rating 4

Comments: He keeps his desk clear of debris, never leaves a bicycle parked in front of a staircase, and attends all safety seminars.

Performance Objectives / Development Activities

Describe the 1 - 3 mutually developed objectives / activities and the results achieved.

1. Objective:

Continue getting more people in the paper.

Result:

2. Objective:

Get involved in projects.

Result:

3. Objective:

Result:

Availability for Work

Do any of the following items present problems? Comments:

Yes No

1. Attendance 0 0
2. Late for work 0 0
3. Prolonged meals or breaks 0 0
4. Availability for overtime, etc. 0 0
5. Work schedule changes 0 0
6. Personal Time 0 0

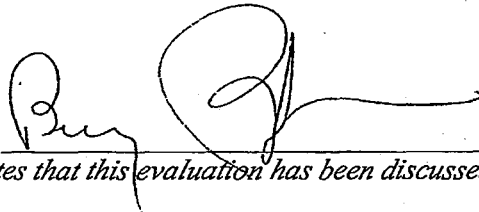
Overall Performance 3.87

Considering the performance of the Standards calculate the employee's overall job effectiveness as see it.

Calculate the average of the performance standards by adding them and dividing by 8.

Employee Comments (Optional)

Employee's Signature



Date

11-25-02

(Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)

SBNP/revised-07/02



Santa Barbara News-Press

Reporter

Employee Information

Nora Wallace

Employee Name
Metro/NewsroomDepartment
Reporter

Job Title

Date Started Present Job Date Started with SBNP

Date Last Review Date Next Review

ENTERED DEC 23 2003 *ff*

(Two Levels of Approval Required)

Joe Huh 12/15/03
Immediate Supervisor's Signature Date*Sunda Stran* 12/15/03
Department Head's Signature Date

HR Department Signature Date

JK

Publisher's Signature Date

Copies: ☐ Employee ☐ Supervisor ☐ HR Department ☐ Publisher's Office☐ **Job Description Reviewed**

- ☐ Changes made since last review
- ☐ No changes necessary

About Performance Review...

Performance Management plays a key role in helping the Santa Barbara News-Press fulfill its future goals. The Performance Management System is designed to provide you with constructive feedback on your performance and assist you with maximizing your productivity. The program is a comprehensive managerial process for developing an environment that enables each employee to reach his/her potential in pursuit of organizational objectives.

After you and your supervisor discuss your performance, the evaluation form will be returned to you for your signature to confirm that a discussion took place. You may, if you wish, enter additional comments of your own. A copy of the completed form, with your comments (if any), will be given to you and the original will be on file in the Human Resources Department.

Additional information regarding the Performance Management System can be found in your Employee Handbook.

Standards

Discuss strengths and weaknesses for the performance of the following standards using the scale below:

- 5 Best in the business, not just here. A Pulitzer winner.
- 4 Consistently excellent. A contender for next year's Pulitzer
- 3 Consistently good work, ranging from fairly good to pretty good.
- 2 Consistently average. Improvement required.
- 1 Generally does not meet expectations. Substantial improvement required.

1. Knowledge of the job.

Rating

3

Lucid. Grammatical and Intelligent Writing, News Sense, Reporting Technique.

Comments:

Nora is a professional who takes her job very seriously. She has excellent reporting skills, although her reluctance to anger sources can sometimes prevent her from writing stories in the hard-hitting way they require. She is good at finding a story, and believes in being first with it. We would like to see her write more analytical pieces that require her to expand her critical thinking skills and use her considerable knowledge to best advantage. She is ultra-responsible in covering her beat, often offering to cover a night meeting or weekend event. Her writing is clear and well organized, requiring little editing. Though her writing is solid, we would like to see her stretch her creative talents and become a really fine writer.

2. Accuracy.

Rating

3

A reporter should consistently be able to report the news accurately.

Comments:

No major problems

3. Quantity.

Rating

4

Covering and writing spot news stories that develop on a daily basis; writing feature stories that require interviews, investigation and research; and writing major and lengthy stories on complex subjects.

Comments:

Nora is one of the paper's top producers. She can handle one or two dailies, and work on a weekender or two.

4. Initiative. Rating

4

Comments:

She has shown a lot of drive covering her beat and we're sure that will translate into her coverage of the county. She consistently comes up with story ideas. She also writes a lot of briefs and items for Public Square as well as business. On top of that, she is a good representative of the newspaper, especially in Lompoc at various regular events.

5. Write Under Deadline Pressure. Rating

5

A reporter should be able to write accurate and lucid copy under pressure of deadlines. A reporter should know to report any late developments of stories to the immediate supervisor.

Comments:

Nora never misses deadline. She is not only extremely fast, but her copy is usually very clean.

6. Following departmental procedures in a timely manner. Rating

3

Comments:

No problems. She drives down for meetings regularly. Her cityweek is always up to date and thorough.

7. Professionalism/Teamwork. Rating

4

Maintain a professional attitude, acceptable ethical behavior and demeanor when dealing with colleagues, employees and the public; approach the job with an emphasis on teamwork and sensitivity to the overall needs of the department.

Comments:

Nora helps other reporters and pitches in on projects. She did an excellent job covering the recall election, staying in touch with the panel and consistently coming up with good story ideas.

8. Safety Consciousness (following safety practices and procedures). Rating

5

Comments:

SEE Attached

Performance Objectives / Development Activities

Describe the 1 - 3 mutually developed objectives / activities and the results achieved.

1. Objective: Work on more analytical writing, using critical Thinking Skills.

Result:

2. Objective: Complete at least one multi-day series/project

Result:

3. Objective: Develop sarcasm in county beat

Result:

Availability for Work

Do any of the following items present problems?

Comments:

	<u>Yes</u>	<u>No</u>
1. Attendance	<input type="checkbox"/>	x
2. Late for work	<input type="checkbox"/>	x
3. Prolonged meals or breaks	<input type="checkbox"/>	x
4. Availability for overtime, etc.	<input type="checkbox"/>	x
5. Work schedule changes	<input type="checkbox"/>	x
6. Personal Time	<input type="checkbox"/>	x

Overall Performance

Considering the performance of the Standards calculate the employee's overall job effectiveness as you see it.

Calculate the average of the performance standards by adding them and dividing by 8.

3.8

Employee Comments (Optional)

Please See attached response.

Employee's Signature

R. Wallace

Date

12/5/03

(Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)

SBNP/revised-07/02

My response to the 2003 employee evaluation:

I appreciate the overall scoring of my review, and generally agree with the rankings. I feel this year's review was more representative of my actual work, skills and contribution to the News-Press, rather than my ability to curry favor or friendship with editors.

I also appreciate the change in the way "safety" is calculated as a factor in our reviews.

I am glad to accept criticism where it is due, and certainly don't believe I am above reproach. But I am not in agreement with one statement in my review.

Section 1 states: "She has excellent reporting skills, although her reluctance to anger sources can sometimes prevent her from writing stories in the hard-hitting way they require."

I believe this is an unfair assessment, and believe that such a statement should be backed up with examples. This has never, ever been voiced to me until it appeared on my review.

If my editors believe my approach to sources is incorrect with how they want to run the paper, I should be told, and counseled on how best to improve. I would also like concrete examples about where my bosses feel this has happened. If the editors feel my stories are not hard-hitting enough, I should be told immediately, and asked to re-write a story or get more sourcing. It is unfair, I believe, to have such a statement in my review, with no prior warning and no examples.

I also have some concerns with the evaluation about my writing skills. Generally, the editing process is fairly quick on my stories, and I have rarely been advised to try and take a story to a different level. In the coming year, I would like more guidance and advice from editors in this regard.

Thank you.

NORA Wallace

Santa Barbara News-Press

Reporter

Employee Information

Scott Hadly

Employee Name
Metro/Newsroom

Department
Reporter

Job Title

Date Started Present Job

Date Started with SBNP

Date Last Review

Date Next Review

(Two Levels of Approval Required)	
Immediate Supervisor's Signature <i>June Hulce</i>	Date 11/18/03
Department Head's Signature <i>Randa Stream</i>	Date 11/19/03
HR Department Signature <i>[Signature]</i>	Date 3/22/03
Publisher's Signature <i>[Signature]</i>	Date

Copies: ☐ Employee ☐ Supervisor ☐ HR Department ☐ Publisher's Office

☐ Job Description Reviewed

- ☐ Changes made since last review
☐ No changes necessary

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Standards

Discuss strengths and weaknesses for the performance of the following standards using the scale below:

- 5** Best in the business, not just here. A Pulitzer winner.
- 4** Consistently excellent. A contender for next year's Pulitzer
- 3** Consistently good work, ranging from fairly good to pretty good.
- 2** Consistently average. Improvement required.
- 1** Generally does not meet expectations. Substantial improvement required.

1. Knowledge of the job.

Rating

5

Lucid. Grammatical and Intelligent Writing, News Sense, Reporting Technique.

Comments:

Scott is one of the top reporters in the newsroom. He has excellent investigative skills and can write with flare -- a rare combination. That combined with his editing skills make him a highly valued employee. He also has the rare ability to take a broad idea and turn it into a story, going far beyond the nuts and bolts of journalism.

2. Accuracy.

Rating

4

A reporter should consistently be able to report the news accurately.

Comments:

He strives harder than most for accuracy.

3. Quantity.

Rating

4

Covering and writing spot news stories that develop on a daily basis; writing feature stories that require interviews, investigation and research; and writing major and lengthy stories on complex subjects.

Comments:

He's one of the most productive reporters, able to work on dailies and longer pieces at the same time.

4. Initiative. Rating**4***Comments:*

Scott consistently comes up with great story ideas, whether they are dailies or weekenders. He has excellent news judgment

5. Write Under Deadline Pressure. Rating**4**

A reporter should be able to write accurate and lucid copy under pressure of deadlines. A reporter should know to report any late developments of stories to the immediate supervisor.

Comments:

Scott is one of the fastest reporters in the newsroom, consistently meeting deadline. His stories tend to have a few grammatical errors and garble, but this could be rectified if he took a few minutes to read over the story before turning it in.

6. Following departmental procedures in a timely manner. Rating**4***Comments:*

No problems, except for occasionally not keeping up his cityweek.

7. Professionalism/Teamwork. Rating**4**

Maintain a professional attitude, acceptable ethical behavior and demeanor when dealing with colleagues, employees and the public; approach the job with an emphasis on teamwork and sensitivity to the overall needs of the department.

Comments:

Scott is highly professional and ethical. He goes out of his way to help other reporters, especially with electronic data collecting. He willingly fills in on the desk or sometimes a night shift. He will drop whatever he's doing to help out in a pinch, whether it's doing a late-breaking story or a brief.

8. Safety Consciousness (following safety practices and procedures). Rating 5

Comments:

Performance Objectives / Development Activities

Describe the 1 - 3 mutually developed objectives / activities and the results achieved.

1. Objective:

Result:

2. Objective:

Result:

3. Objective:

Result:

Availability for Work

Do any of the following items present problems?

Comments:

	<u>Yes</u>	<u>No</u>
1. Attendance	<input type="checkbox"/>	x
2. Late for work	<input type="checkbox"/>	x
3. Prolonged meals or breaks	<input type="checkbox"/>	x
4. Availability for overtime, etc.	<input type="checkbox"/>	x
5. Work schedule changes	<input type="checkbox"/>	x
6. Personal Time	<input type="checkbox"/>	x

Overall Performance

Considering the performance of the Standards calculate the employee's overall job effectiveness as you see it.

Calculate the average of the performance standards by adding them and dividing by 8.

4.2

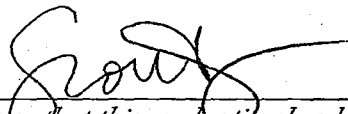
Employee Comments (Optional)

~~Every year~~ First I'd like to say how much I appreciate the opportunities I've been given in the last year to work on in-depth stories. I've been a reporter for a decade now. Each year at that time it has felt like I'm improving on the year before. Next year will be no different.

In the coming year I would like to produce more, and help, where I can, with other reporters efforts to put together in depth packages.

The most immediate stories I would like to pursue are follow-ups on the terror in prison pieces, the possible indictment of Bob Morris, a group project on access to public records, and stories out of Vandenberg related to missile defense.

Employee's Signature



Date

11/18/03

(Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)

SBNP/revised-07/02

ENTERED NOV 26 2003

Santa Barbara News-Press

Reporter

Employee Information

Frank Nelson

Employee Name

Newsroom – business desk

Department

Staff writer

Job Title

Nov. 4, 2002

Nov. 4, 2002

Date Started Present Job

Date Started with SBNP

none

Date Last Review

Date Next Review

(Two Levels of Approval Required)

Mark van de Kamp 10-31-2003
 Immediate Supervisor's Signature Date

Linda Hironaka 11/11/03
 Department Head's Signature Date

CA [illegible] 11/15/03
 HR/Department Signature Date

JFL
 Publisher's Signature Date

Copies: ☐ Employee ☐ Supervisor ☐ HR Department ☐ Publisher's Office☐**Job Description Reviewed**☐

Changes made since last review

☐

No changes necessary

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Standards

Discuss strengths and weaknesses for the performance of the following standards using the scale below:

5=Best in the business -- not just at the News-Press, i.e. a Pulitzer winner.

4=Consistently excellent. A contender for next year's Pulitzer.

3=Consistently good work, ranging from fairly good to pretty good.

2=Consistently average work.

1=Poor, on the way out the door.

2.5

1. Knowledge of the job. Rating

Lucid, Grammatical and Intelligent Writing, News Sense, Reporting Technique.

Comments:

In his first year here, Frank brought many skills and quickly learned about the local business scene, from high-tech to agriculture to small retail businesses. He has proven to be a valuable employee and an asset to the News-Press. Good progress learning biz reports such as 10-Qs and profit-loss charts. He asks reporters and sources good questions to build his business knowledge. Frank also is a good interviewer. Now he needs to build on this foundation by expanding sources and attending biz functions, plunge into new beats such as the law, learn more about North County (Lompoc, SY) and pull together news items into those prized trend pieces for A1. He also would do well to continue reading other business newspapers online and scrolling wires to add to his knowledge and for idea generation. He has the talent and ability to be more aggressive on stories, particularly those which are controversial, and we want to see more of those. As he adds to his knowledge base he will do all this and earn a higher score in this category.

2. Accuracy. Rating

3

A reporter should consistently be able to report the news accurately.

Comments:

Good job with perhaps two corrections all year. During interviews asks sources to define terms so his stories are easier to understand. Turns in clean copy. Is a very good writer, uses lively prose. He writes with more authority the longer he is here. Frank knows when to attribute and when to use quotes or paraphrases. He is following directions to improve his crafting of, and use of, those "nut grafs" which explain the context, the why are we telling you, in his longer stories. This helps put the news in perspective. We'll work on this next year.

3. Quantity. Rating**3**

Covering and writing spot news stories that develop on a daily basis; writing feature stories that require interviews, investigation and research; and writing major and lengthy stories on complex subjects.

Comments: Expectations are high for the business team and Frank cranks out a good number of interesting stories. He turns out a decent number of dailies. He is an adept at feature stories and can put together any type of story in a short time. During his first six months he did a lot of everything under my direction to learn the community broadly. After his first six months here, I asked him to turn up the effort for more issue pieces and after nine months I focused him toward more A1 pieces, with the overall goal of getting meatier issue pieces into our newspaper. We have a small business staff with the least freelance and Frank has been my go-to for breaking news, which he's done well.

4. Initiative. Rating**2.5***Comments:*

Frank arrives at the office shortly after 8 a.m. and immediately gets going on checking the news and making phone calls, which is important because the earlier reporters get business people the better chance we have for interviews. He maintains a good story list so he's supplied with topics for his Business Unlimited. He's crafted that very well, providing diverse profiles and insight, making it a popular feature among readers. Clearly an accomplished feature writer, Frank is taking on more workplace issues and weighty financial topics. He can improve by investing more time in those areas and writing for the front page, and by suggesting packages and doing more aggressive stories. He needs to get out of the office more and into the community, to business meetings to know more moves and shakers. He can push his reporting to the next level. He has the skills. His editor will work with him in this goal. I believe he now has the foundation to take more initiative for such in-depth packages and I will work with him to juggle his other duties to make those come about.

5. Write Under Deadline Pressure. Rating**3.5**

A reporter should be able to write accurate and lucid copy under pressure of deadlines. A reporter should know to report any late developments of stories to the immediate supervisor.

Comments:

Frank is very good at meeting or beating deadline. I don't have to worry about him and the clock. He often turns in his Business Unlimited and Sunday stories a couple hours ahead of deadline and occasionally even the day before. This makes my job easier and greatly helps page flow. He also can turn a breaking story rather quickly, so he's become my go-to guy for spot news, but I have to be careful not to be unfair just because he's speedy.

6. Following departmental procedures in a timely manner. Rating**3*****Comments:***

Frank does a decent job of checking a variety of news sources when he starts his day. He gets big points for filing upcoming story budget items for 2 even 3 weeks in advance for standing features.

7. Professionalism/Teamwork.**Rating****3**

Maintain a professional attitude, acceptable ethical behavior and demeanor when dealing with colleagues, employees and the public; approach the job with an emphasis on teamwork and sensitivity to the overall needs of the department.

Comments:

Frank is an ethical, sensitive person who reacts to others and quickly to direction and suggestions. He is very professional and ethical. He's willing to help at the drop of a hat. He's easy to pair with Maria for reporting and has picked up extra duties such as the writing of numerous On The Move items to speed our department's workflow.

8. Safety Consciousness (following safety practices and procedures). Rating**5*****Comments:***

He has completed all required safety and ergonomics training.

Performance Objectives / Development Activities

Describe the 1 - 3 mutually developed objectives / activities and the results achieved.

1. Objective: Research and write an occasional series focusing on the links between the law and business. This would examine the legal aspects in such areas as construction, real estate and land development, patents, copyright, trademarks and intellectual property, and the implications of doing business overseas.

Result:

2. Objective: Become more aggressive in reporting and writing. Go for the controversial topics and the weighty topics and really push reporting to tell the struggles. This will result in more A1 covers. We can do this, in part, by teaming with other reporters, but mostly by focusing on shaping our priorities and stretching the reporting muscles.

Result:

3. Objective: Undertake some form of continuing education. Because of time restraints this might well be in the form of attending one-day or two-day workshops or conferences ideally aimed at sharpening writing and news-gathering skills.

Result:

Availability for Work

Do any of the following items present problems?

Comments:

	Yes	No
1. Attendance	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Late for work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Prolonged meals or breaks	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. Availability for overtime, etc.	<input type="checkbox"/>	<input checked="" type="checkbox"/>

5. Work schedule changes

☐☒

6. Personal Time

☐☒

Overall Performance

Considering the performance of the Standards calculate the employee's overall job effectiveness as you see it.

Calculate the average of the performance standards by adding the first 7, doubling them, adding safety and dividing by 15.

3.06

Employee Comments (Optional)

See attached

Employee's Signature

(Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)

Date

10/3/03

Fri, Dec 3, 2004 3:49 PM

From: Jane Hulse <jhulse@newspress.com>
Date: Friday, December 3, 2004 3:49 PM
Subject: FW: evaluation - Barney M.

ENTERED FEB 03 2005

Barney,

Can we meet for your evaluation at 3:30 p.m. Friday instead of 11 a.m.? Michael would like to be present and he works a late shift on Friday....Jane

EVALUATION ~~BARNEY MCMANICA~~

OVERALL RATING: 3.3

1. Knowledge of the job.

Four months ago Barney dove into the county beat, a complex beat that covers a lot of territory--from housing to medical marijuana. He is beginning to understand how the bureaucracy works but has a ways to go before he has a good handle on it. He is beginning to recognize what constitutes a story and what is too insider to be of interest to the reader. The county beat is a high profile beat at the paper, given the county's budget, number of employees and what the agency does. It affects everyone in the county. The county reporter needs to be a watchdog and dig below the surface for stories, going after the story that isn't on the agenda. Developing sources is crucial, as well as developing a healthy skepticism of public officials and what they do. In the short time Barney has been on the beat, he has made some progress toward this goal but must step up his efforts.

Rating: 2.5

2. Use of time and resources.

Barney has had problems meeting deadlines for his stories, but after a conference with Jane there has been considerable improvement. Stories still take longer than they should. He needs to work on time management.

Rating: 2.8

3. Accuracy/quality of work.

Barney is reasonably careful and appears conscientious about accuracy. Clarity and organization in his writing were problems during the first couple of months, but lately the quality of his stories has improved. He did a good job on the medical marijuana issue and the loss of the DARE program. He tries to bring people into his stories and puts a lot of effort into the writing. We would like to see him dig deeper into meatier subjects such as fraud in the affordable housing program which was a missed opportunity. He also needs to be more aggressive with public officials and other key figures in his stories. In his story about Susan Rose showing up at a recall meeting, he cast her in a more favorable light than was warranted. One way to improve on this is to read good political reporting and try to model it, for example check out the way the LA Times covers the governor, the LA mayor or board of supervisors. Some of Barney's best work has been on Saturday when he has had to cover a variety of things.

Rating: 3.0

4. Productivity/volume of work.

Barney's slower speed holds back his productivity. We'd like to see him produce more daily and

Fri, Dec 3, 2004 3:49 PM

weekend pieces off his beat.

Rating: 3.0

5. Communication.

Barney is diligent about keeping editors informed about his progress on stories. She shares information with other reporters and consults them for help..

Rating: 3.5

6. Initiative.

Barney tries as hard as anyone in the newsroom to come up with stories and execute them. As he gets to know his beat better, he will produce more and better stories. He volunteers for stories and gladly accepts assignments. He will go the extra mile if given direction.

Rating: 3.8

7. Professionalism.

He deals with sources and colleagues professionally. His ethics are solid.

Rating: 3.5

8. Procedures, guidelines & goals.

No problems

Rating: 4.0

Build sources

Plan time

Complete larger project

Barney McManis

Wed, Dec 8, 2004 10:49 AM

From: Jane Hulse <jhulse@newspress.com>
To: "tom S." <tschultz@newspress.com>
Cc: "tom S." <tschultz@newspress.com>
Date: Friday, November 26, 2004 2:32 PM
Subject: FW: eval - Tom Schultz

Tom,
Just a reminder, your evaluation is scheduled for Wed. Dec. 8 at 11 a.m.

Jane

TOM SCHULTZ EVALUATION

OVERALL RATING: 3.6

1. Knowledge of the job.

In covering Goleta, Tom does a good job of staying on top of city government goings-on. He is able to understand complex financial and planning issues and can comb through a dense report to find the meaningful information. He seems to have built up good sources inside and outside the city. He is able to identify the big stories in covering a brand new city. He has worked hard to develop a tougher approach to dealing with city officials, viewing their comments and motives with more skepticism. We would like to see him branch out more by using the city council meetings to launch into stories that go beyond the agenda. He has illustrated this on occasion with weekend stories on Old Town, council politics, and housing. He needs to learn how to give readers a sense of what goes on behind the scenes, not just what happens at meetings. This means, for example, polling council members in advance of a vote to let readers know which way a decision is likely to go. It also means developing the skill of political schmoozing and looking for and reporting conflict. We would also like to see him use the beat more as a springboard into features and profiles that reflect the community. This means getting out of the office and into the community more to get the stories that are outside city hall.

Rating: 3.2

2. Use of time and resources.

Tom manages his time very effectively. He is able to juggle a couple stories at a time. He worked the priest scandal story for weeks while handling daily stories and covering his beat. He has good computer research skills and uses them.

Rating: 3.7

3. Accuracy/quality of work.

Tom strives hard for accuracy and is attuned to the slightest mischaracterization in his stories. He's only had one correction in the past year. He double checks things with his sources. He is easy to deal with during the editing process, accepting changes and working with the editor to improve the story. Tom has tried hard to improve his writing, making it less jargony and easier to understand. We see improvement but would like to see even more effort made to write more for the reader and less for sources. We'd like to see him write with more authority which would make him less prone to using dense government speak. He needs to dig deeper in his stories for the kind of reporting depth that we strive for. He can do this, as shown in the fine job he did on the priest scandal. After a year on the beat he has a much better understanding of government issues, so his writing should reflect this. Tom has written some fine features--this is when his writing shines. We'd like to see more of this.

Rating: 3.2

Wed, Dec 8, 2004 10:49 AM

. Productivity/volume of work.

Tom is one of the fastest reporters on the staff. He is especially productive when it comes to dailies, easily handling two stories. On deadline, he is one of the best. On a recent Friday night, he was asked to do a story on the sale of St. Anthony's Seminary. He quickly contacted the parties, archived the old stories, and wrote a detailed comprehensive story.

Rating: 3.7

5. Communication.

Tom is very good about keeping the city desk informed of his stories and his whereabouts. He also lets other reporters know when his beat overlaps theirs.

Rating: 3.5

6. Initiative.

Tom has a lot of initiative. He is constantly working on stories and looking for new ones.

Rating: 3.5

7. Professionalism.

Tom demonstrates a high level of professionalism. He is the reporter the city desk goes to when there is breaking news because he is so gracious about taking on assignments and pitches in quickly. He deals with several stories at a time without complaint. When there is breaking news late in the day, he is willing to handle it. He probably writes as many stories off his beat as on. He still does a fair number of medical stories. He has willingly taken over the priest scandal story. He is usually willing to work an extra night shift or a weekend shift if the desk needs someone. He handles himself professionally when dealing with sources and callers. He's a team player in the news room. Tom demonstrated his versatility when he covered the Paso Robles earthquake and helped the paper win the first place CNPA award.

Rating: 3.8

8. Procedures, guidelines & goals.

Tom follows company procedures and is quick to implement new policies or procedures in the newsroom.

Rating: 4

Fri, Dec 3, 2004 10:48 AM

From: Jane Hulse <jhulse@newspress.com>
To: hildy <hmedina@newspress.com>
Cc: don <dmurphy@newspress.com>
Date: Thursday, December 2, 2004 4:12 PM
Subject: FW: evaluation - Hildy

Hildy,
Just a reminder, your evaluation is Friday at 11:30 a.m. Think about some goals you'd like to target.

Jane

EVALUATION - ~~HILDY MEDINA~~

OVERALL RATING: 3.4

ENTERED FEB 03 2005

1. Knowledge of the job.

Hildy's knowledge of the police beat has improved substantially in the last year. She is developing a lot of sources on the beat and knows how to work them. She has a sharper eye for news now and gleans some great story ideas off the beat. The sociology of homeless encampments was just one. Her reporting skills stood out in her coverage of the murder of a UCSB graduate student. She doggedly pursued the story when the police clammed up. She developed a relationship with the victim's family and eventually got ahold of revealing court records, and put together a compelling story. She needs to continue to develop sources on her beat so she can more quickly and easily check out tips. She made a good start with the homicide investigation, but she needs to follow up.

Rating: 3.5

2. Use of time and resources.

Hildy needs to manage her time better so she meets deadline more consistently.

Rating: 3.2

3. Accuracy/quality of work.

Both have improved substantially in the last year. Her writing is clearer and better organized and has fewer holes. But she still needs to work harder on it. It's still her biggest weakness. Her weekend stories especially lack the depth of reporting that we want.

Rating: 3.1

4. Productivity/volume of work.

Hildy turns out a good volume of daily stories. We'd like to see more weekend stories where she can go below the surface on issues.

Rating: 3.4

5. Communication.

Hildy has gotten better about keeping editors in the loop. She needs to keep her city week up to date. She shares information with other reporters.

Rating: 3.6

6. Initiative.

Fri, Dec 3, 2004 10:48 AM

Hildy has an enormous amount of drive and curiosity. It's one of her strongest traits. She goes the extra mile to get information, often on her own time. She gets out of the office and talks to real people for her stories, not just the police. She comes up with good story ideas.

Rating: 3.6

7. Professionalism.

Hildy deals professionally with sources and colleagues. She has improved relations with the law enforcement community by persistently pushing for information without badgering them.

Rating: 3.5

8. Procedures, guidelines & goals.

No problem.

Rating: 4.0

— 1002 2/21/06
EVALUATION: Barney McManigal

OVERALL RATING: 3.5



Barney McManigal
Michael Todd
Jey P. 11-30-05
Cule 12-15

1. Knowledge of the job. Barney has blossomed in the last year in dealing with his beat and now shows a much fuller understanding of what is news and how to present it in a deeper and more analytical way. His learning curve on stories outside his area of expertise, is still a little steeper than I'd like, but his ability to field general assignment stories on Saturdays seems to be addressing this. Sometimes I surprised when he doesn't know something internal to the News-Press or about the community. He's also enthusiastic about the team concept and broadening the paper's reach by conferring with others.

Rating: 3.4

2. Use of time and resources. Again, Barney has shown marked improvement in the last year, from a relatively abysmal performance in meeting deadlines to his current credible achievements, often under time pressure created by factors such as the Board of Supervisors meeting until late in the afternoon. I don't see any issues with his use of time or resources, just that it often does take him longer to produce stories than I'm comfortable with. I applaud the improvement and fully expect further improvement.

Rating: 3.0

3. Accuracy/quality of work. Accuracy has never been an issue with Barney, although it took him a while to wrap his mind around his beat. Now that he has, I'm impressed with the maturity and burgeoning sophistication of his coverage. His writing has also grown more friendly to newspaper readers and he learns what audience he's writing for — it's not professors any more. Assuming his sophistication continues to grow, I can only echo #2 above: I applaud the improvement and fully expect further improvement.

Rating: 3.4

4. Productivity/volume of work. Again, I see marked improvement in the past year. In his first months at the News-Press Barney's plodding production was worrisome, but now that he's grown comfortable here his production has picked up and many days he produces two average-length stories. Some Saturdays, he eclipses even that.

Rating: 3.6

5. Communication. From day one Barney has always communicated his intentions and his plans with his superiors. As he's grown into his beat, he's also worked more and more with other reporters in a healthy give and take. He also has developed a stable of sources for his beat. I would like to see him out in the community more other than for meetings.

Rating: 3.8

6. Initiative. As he's explored his beat, Barney has generated more and more story ideas on issues that aren't specifically on any agenda and he has proposed ways to cover those issues. Our Labor Day ag package, for example, grew out of a Barney-launched initiative and he's currently brimming with ideas.

Rating: 3.8

7. Professionalism. Barney excels here, an assertion that can be demonstrated just by examining his dress, which among the most professional among any of the reporters. In dealing with contentious issues, he seems able to report fairly for both sides and sincerely wants to give both sides their due. The few times I've seen Barney stress it usually comes down to his feeling that he hasn't fairly presented one side's argument in a story he's working on or that he hasn't found an appropriate spokesman for their point of view.

Rating: 3.9

8. Procedures, guidelines and goals. Barney sometimes lags on some newsroom procedures, such as writing outlines for his stories. But again, as he is reminded about these things he improves markedly. For example, Barney now seeks very clear guidance about what stories he should complete first when he's juggling several, and he's become more adept at predicting actual lengths and ETAs.

Rating: 3.0

FUTURE GOALS:

- 1) TO HUMANIZE THE STORIES THAT USUALLY ARE PRESENTED ONLY IN A BUREAUCRATIC FRAMEWORK.
- 2) WILL WORK WITH SUPERVISOR TO DEVELOP SOPHISTICATED STRATEGIES FOR COVERING THIS YEAR'S POLITICAL RACES.
- 3) Launch series on the ethics of nanotechnology

February 8, 2006

Evaluation Response

By: Barney McManigal

General Comments:

In the last year, I have worked to meet all goals set forth in last year's evaluation. Most significant, I authored or contributed to four major series, three of which I pitched: Changing of the Guard, The New Divide and The Changing Face of Agriculture.

People are pleased with county coverage and want more. Taking me off Saturdays -- a schedule change that gives me 25 percent more time to work on county stories -- will help.

1. Knowledge of the job (Score: 3.4):

"Sometimes I'm surprised when (Barney) doesn't know something internal to the News-Press or about the community."

Without specific examples, it's hard to know what this means. I read the paper religiously, and take a personal interest in digesting the latest on my beat and everyone else's.

As a native of Santa Barbara, I have more institutional knowledge of the area than many News-Press employees. I attended schools here, and grew up with people who are now dead or in public office.

2. Use of time and resources (Score: 3.0):

"Barney has shown marked improvement in the last year, from a relatively abysmal performance in meeting deadlines to his current credible achievements...I don't see any issues with his use of time or resources, just that it often does take him longer to produce stories than I'm comfortable with."

After reviewing last year's evaluation, no one described my 2004

deadline performance as "relatively abysmal."

But in any case, that was 2004 and this is 2006, and deadlines are not an issue.

Nor is production. Most weeks, I am among the most prolific writers on staff, largely due to the size of my beat.

In my opinion, my score in this category does not reflect performance.

8. Procedures, guidelines and goals (Score: 3.0):

"Barney sometimes lags on some newsroom procedures, such as writing cutlines for his stories. But again, as he is reminded about these things he improves markedly."

After I started, no one ever explained that cutlines were part of the reporter's core duties, as opposed to the editor or copy editor. While I was instructed on how to write cutlines, it was not clear that I am required to write them until someone actually said so.

1982 2/8/00

Santa Barbara News-Press

Reporter

Employee Information

SEPT HADLY
Employee Name

NEWS
Department

SENIOR WRITER
Job Title

Date Started Present Job Date Started with SBNP

Date Last Review Date Next Review

(Two Levels of Approval Required)

Don Murphy
Immediate Supervisor's Signature Date

Jay Robert 11-30-05
Department Head's Signature Date

11/30/05
HR Department Signature Date

12-15-05
General Manager's Signature Date

Copies: ☐ Employee ☐ Supervisor ☐ HR Department ☐
Publisher's Office

☐ Job Description Reviewed

☐ Changes made since last review

☐ No changes necessary

About Performance Review...

Performance Management plays a key role in helping the Santa Barbara News-Press fulfill its future goals. The Performance Management System is designed to provide you with constructive feedback on your performance and assist you with maximizing your productivity. The program is a comprehensive managerial process for developing an environment that enables each employee to reach his/her potential in pursuit of organizational objectives.

After you and your supervisor discuss your performance, the evaluation form will be returned to you for your signature to confirm that a discussion took place. You may, if you wish, enter additional comments of your own. A copy of the completed form, with your comments (if any), will be given to you and the original will be on file in the Human Resources Department.

Additional information regarding the Performance Management System can be found in your Employee Handbook.

Name: Scott Hadly

1. Knowledge of the job. Rating 4.5

Scott is an experienced journalist who has mastered the full range of reporting skills necessary to be an excellent reporter and editor.

2. Use of time and resources. Rating 4.5

Scott's time management skills are excellent. He can juggle multiple assignments and turn around a complicated story faster than anyone else in the newroom. He know how to get information from documents and sources and very seldom spins his wheels while reporting a story. Scott makes the very most out of of the limited Internet resources that we offer.

3. Accuracy/quality of work. Rating 4.0

Scott is a versatile, accurate and thorough reporter. The metro desk regularly handles him the most difficult stories and he always pulls them off. He is scrupulous about correcting the few mistakes that he makes.

Scott's writing can be uneven. He crafts strong leads and he can write lively paragraphs with compelling and imaginative word choices. He also writes good nut graphs and transitions that help readers through complicated material. But his prose is sometimes too dense with long sentences choking on phrases and clauses.

4. Productivity/volume of work. Rating 4.3

Scott works hard. The Goleta Cemetery District coverage is an example of his ability to do complicated stories on tight deadlines. He also played a key role in our Jackson coverage by writing important analytical pieces while helping to shape the overall coverage in spite of many obstacles to success.

Because the metro desk asked Scott to work at least one editing shift each week and because the desk often assigns him to difficult daily and weekend stories, he has not done the major investigative projects that he would like to do.

The metro desk should work with Scott to carve out time for him to work on more major stories.

5. Communication. Rating 4.5

Scott is a newsroom leader.

He communicates well with newsroom editors, keeping them up-to-date on his work and offering news tips and guidance about approaches to news stories.

Scott plays an key role on his team He shares story ideas with other reporters makes smart suggestions about reporting and writing. He is generous with his time, helping reporters and editors find information. He has taught other reporters investigative techniques that have added to their skills and contributed to their stories.

6. Initiative. Rating 4.2

Scott generates his own story ideas and is quick to respond to breaking news. He is a self-starter. He makes excellent suggestions to the metro desk about stories to pursue and how to go after them.

7. Professionalism. Rating 4.0

Scott is professional in all of his dealings with editors, colleagues and sources. He is a thoughtful and ethical journalist whose stories reflect the complexity of human behavior. As reporter and part-time editor, he sets a good example for a metro staff that is not as experienced or skilled as he is.

8. Procedures, guidelines and goals. Rating 4.0

Scott follows metro desk and newsroom procedures. He budgets his daily and weekend stories and keeps up his cityweek budget. With the rest of the news staff, he will have to pay more attention to creating and maintaining a 30-day plan. Scott also will have to get used to writing captions for the photos that accompany his stories.

Overall performance: 4.25

Performance Objectives / Development Activities

Describe the 1 - 3 mutually developed objectives / activities and the results achieved.

1. Objective:

Result:

2. Objective:

Result:

3. Objective:

Result:

Availability for Work

Do any of the following items present problems?

Comments:

	<u>Yes</u>	<u>No</u>
1. Attendance	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Late for work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Prolonged meals or breaks	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. Availability for overtime, etc.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Work schedule changes	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Personal Time	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Overall Performance

Considering the performance of the Standards calculate the employee's overall job effectiveness as you see it.

Calculate the average of the performance standards by adding them and dividing by 8:



Employee Comments (Optional)

[illegible]

Employee's Signature

Date _____

(Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)

SBNP/revised-11/01

KARNA HUGHES 2005 EVALUATION

1. Knowledge of the job. Rating: 4

Primarily, Karna's work continues to be on Public Square for Metro. Her editors there (Michael Todd and Don Murphy) write:

"Public Square routinely arrives in pristine shape and without the errors that that volume of minutiae could produce." - Todd

"Her writing has shown steady improvement. She tries to make even very short items interesting for the reader." - Murphy

2. Use of time and resources. Rating: 3

Because little is known about how Public Square is pulled together, but it appears 5 days a week and on time, perhaps a follow-up time audit is in order. Except that PS is being revamped to a Wednesday feature in the Life section.

The Public Square part of Karna's job was not intended to be a full-time job, preventing her from contributing more features, more sidebars and Local Takes. That didn't happen.

3. Accuracy. Rating: 4

Aside from Associated Press style mistakes, which are pointed out by her Metro editors, Karna is "conscientious and checks facts. In spite of handling a lot of copy with addresses, phone numbers and proper names, she has made very few errors that have required corrections." - Todd

"She learns from her mistakes and never makes the same one twice." - Murphy, who recommends that editors should continue to point out style errors and Karna should continue to consult the online AP stylebook.

"Press releases are the source of much of Karna's Public Square raw material. Sometimes her writing too closely mirrors the tone of the releases. She should strive to eliminate all traces of puffery in her writing." - Murphy

4. Productivity/volume of work. Rating: 3

Public Square gets into the newspaper and on time, according to copy desk editors.

"That Public Square appears without fail on Page 2 every day in a process that is usually transparent to me, suggests that Karna is doing an excellent job." - Todd

Karna and her features editor will work to ratchet up her contributions to the Life section. Her editor's goal: At least one feature of varying length per week.

5. Communication. Rating: 4

"When Karna does seek internal direction regarding Public Square, rather than just taking the answer as a one-time event, she tends to generalize from the direction given for wider issues — a welcome trait I'd like to see more people adopt." - Todd

For the two features she wrote for the Life section this year, Karna was eager for feedback. With time and more feature-writing assignments, she will become more confident in her work. Her Liz Clark sailing/surfing story was interesting, cohesive and

reader-friendly despite its breadth.

6. Initiative. Rating: 3

"That Karna seems anxious to do more, either with Public Square or as an employee in general bodes well," writes Michael Todd.

Karna and her features editor have discussed ambitious story ideas. However, Public Square has pre-empted her from writing them.

A less-tethered schedule to PS should free her up to be a major contributor to the Life section in the near future.

7. Professionalism/Teamwork. Rating: 4

"Karna is a pleasure to work with. When there's a problem with Public Square, whether it be an item duplicated elsewhere in the paper or a missing element, like the beach report, she cheerfully and promptly addresses any issue that arises." - Todd

Karna filled in for Shirley for three and a half weeks. She fact-checked continuing Scene club listings and discovered that nearly 50 percent were outdated or obsolete. She called all of the venues and updated the listings.

She also researched and removed all for-profit listings in the Health Calendar.

Also worked with Andrea Huebner (presentation editor) on a prototype for the new Public Square.

8. Procedures, guidelines & goals. Rating: 4

No problem here.

Goals for 2006:

Reduce time spent on Public Square.

Write more features.

Continue to learn feature writing and reporting by attending seminars, observing other reporters (for example, sitting in on an interview) and working with editors.

Overall performance: 3.625

lg 2/10/10

Santa Barbara News-Press

RECEIVED FEB 17 2006
ENTERED FEB 17 2006

Performance Evaluation

Employee Information

Mark Patton

Employee Name

Editorial

Department

Senior Writer

Job Title

Date Started Present Job

Date Started with SBNP

Date Last Review

Date Next Review

(Two Levels of Approval Required)	
Gerry Spratt	
Immediate Supervisor's Signature	Date
Jay Pitt	11-30-05
Department/Head's Signature	Date
Patricia	11/30/05
HR Department Signature	Date
Mike	12-15-05
Publisher's Signature	Date

Copies: ☐ Employee ☐ Supervisor ☐ HR Department ☐ Publisher's Office

☐

Job Description Reviewed

☐

Changes made since last review

☐

No changes necessary

SB News-Press Performance Review...

Performance Management plays a key role in helping the Santa Barbara News -Press fulfill its future goals. The Performance Management System is designed to provide you with constructive feedback on your performance and assist you with maximizing your productivity. The program is a comprehensive managerial process for developing an environment that enables each employee to reach his/her potential in pursuit of organizational objectives.

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Additional information regarding the Performance Management System can be found in your Employee Handbook.

Standards

Discuss strengths and weaknesses for the performance of the following standards using the scale below:

- 5 Always excels or exceeds standards.
- 4 Consistently meets standards.
- 3 Generally meets standards. Improvement possible.
- 2 Meets standards sometimes. Improvement needed.
- 1 Does not meet standards. Improvement required.

1. Knowledge of the job. Consider job-specific criteria in addition to the following:

Demonstrates proficiency in the technical skills required of job. Exhibits ability to solve problems creatively and efficiently. Examines options and makes decisions in a timely manner. Considers relationship of own work to others in the department and the rest of the newspaper. Interacts with members of the team, department and organization effectively. Applies experience from successes and mistakes to improve performance. Demonstrates ability to motivate and develop a team through example and challenge (supervisors).

Rating

3.5

Comments:

Mark is a strong writer. He is able to write clearly and accurately under deadline pressure. He offers solutions to problems associated with his beat, usually deferring to his supervisor for guidance. He sometimes loses sight of his impact on co-workers, pushing deadline and creating page-flow problems. He has a wealth of experience that comes through in his writing and his knowledge of the local scene. His interactions with co-workers are always professional.

2. Use of time and resources. Consider job-specific criteria in addition to the following:

Manages time effectively. Organizes work logically and systematically. When necessary adjusts priorities appropriately. Meets deadlines consistently. Follows through on assigned tasks. Uses available resources effectively. Is able to anticipate problems and has contingency plans in place. Considers impact on budget when making decisions (non-supervisors). Demonstrates ability to control costs and meet budgetary goals (supervisors).

Rating

3.5

Comments:

Mark does a good job managing his time. In the past year, his workload has expanded to include Valley Living features and more prep assignments. With better planning, he has been able to manage his responsibilities and set aside adequate time to complete his tasks. He generally meets deadline, with Friday football games being the exception. He is good about bringing up potential problems before they arise.

3. Accuracy/quality of work. Consider job-specific criteria in addition to the following:

Produces accurate work according to instructions. Improves work based on feedback. Strives to continually improve the newspaper.

Rating

3.5

Comments:

Mark routinely produces accurate, well-written stories that require little copy editing. He is eager to write for A1 and strives to produce quality content. Mark sometimes fails to take a critical look at parts of his beat. As a result, he might be missing out on some intriguing stories that might require some uncomfortable reporting involving sources with whom he has had a good relationship in the past.

4. Productivity/volume of work. Consider job-specific criteria in addition to the following:

Generates an acceptable volume of work. Works independently with appropriate level of supervision. Is able to learn new procedures and systems at an acceptable pace.

Rating

4.5

Comments:

Along with John Zant, Mark has been a workhorse over the past year. He maintains his three-column-per-week routine while producing Valley Living feature, a weekly tennis notebook, regular features, prep coverage and UCSB men's basketball coverage. He is always willing to take on new assignments despite his busy schedule. For the most part, Mark works independently, updating his supervisor when necessary. He has adopted new procedures, including the 30-day plan. He routinely provides the most detailed plan in the department.

5. Communication. Consider job-specific criteria in addition to the following:

Expresses thoughts clearly when speaking and writing. Listens attentively and seeks clarity when needed. Provides timely information to team members, supervisors and other departments about ongoing projects. Demonstrates courtesy when communicating with the public and co-workers. Recognizes when tenacity is helpful and when it is time to accept a supervisor's decision. Addresses personnel issues quickly to achieve resolution (supervisors).

Rating

4

Comments:

Mark is very easy to communicate with. He provides necessary updates regarding his work. His interactions with co-workers and the public are professional. His writing is clear and accurate. He discusses issues with his supervisor and is generally willing to defer to his supervisor's decision.

6. Initiative. Consider job-specific criteria in addition to the following:

Recommends ways to improve the flow of work and processes. Demonstrates innovation and looks for opportunities to improve the quality of the newspaper. Initiates requests for new assignments and offers to help others. Takes appropriate follow-up actions. Delivers more than the minimum required.

Rating

4

Comments:

As stated above, Mark produces an impressive volume of work. But he is still willing to take on new stories and projects, often generating ideas on his own. His output enhances the quality of the local sports coverage, providing an authoritative voice.

7. Professionalism. Consider job-specific criteria in addition to the following:

Arrives punctually for work and meetings. Comes prepared for the task at hand. Remains calm in stressful situations. Demonstrates the highest ethical standards.

Rating

4.5

Comments:

Mark works as hard as anyone in the department. He is usually the first person on the desk each day and doesn't leave until he has completed all his intended tasks. He remains calm under deadline pressure. His ethical standards never come in to question and, along with John Zant, often acts as the conscience of the department when it comes to sensitive coverage questions.

8. Procedures, guidelines & goals. Consider job-specific criteria in addition to the following:

Follows department and company procedures in a timely manner. Demonstrates knowledge of company goals and strives to achieve them. Promotes new policies and procedures to support company goals. Uses good judgment regarding safety. Is able to set clear goals, delegates effectively and establishes accountability (supervisors).

Rating

4

Comments:

Mark makes every effort to follow department procedures. He understands goals such as good page flow and accurate reporting, making every effort to achieve those objectives. He has adopted new policies well, especially regarding planning initiatives.

Future Performance Objectives

(Describe 1 - 3 mutually developed objectives.)

1. Objective:

ENTERPRISE STORIES, ISSUES PIECES

2. Objective:

MORE WEEKEND FEATURES

3. Objective:

FOCUSING ON DEADLINES.

Overall Performance

Considering the performance of the Standards calculate the employee's overall job effectiveness as you see it.

Calculate the average of the performance standards by adding them and dividing by 8.

3.9

Employee Comments (Optional)

3-1 2-1407

Employee's Signature



Date

2-7-06

(Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)

SBNP/revised- June 2004

WSP 2/9/96

Reporter

DAWN HOBBS
Employee Name

NEWS
Department

STAFF WRITER
Job Title

ENTERED

Date Started Present Job Date Started with SBNP

Date Last Review Date Next Review

(Two Levels of Approval Required)	
<i>Don Murphy</i>	
Immediate Supervisor's Signature	Date
<i>Jay Patel</i>	11-30-05
Department Head's Signature	Date
<i>L. A. Sosa</i>	11/30/05
HR Department Signature	Date
<i>[Signature]</i>	12.15.05
General Manager's Signature	Date

Copies: ☐ Employee ☐ Supervisor ☐ HR Department ☐
 Publisher's Office

Job Description Reviewed

☐ Changes made since last review
☐ No changes necessary

Performance Management plays a key role in helping the Santa Barbara News-Press fulfill its future goals. The Performance Management System is designed to provide you with constructive feedback on your performance and assist you with maximizing your productivity. The program is a comprehensive managerial process for developing an environment that enables each employee to reach his/her potential in pursuit of organizational objectives.

After you and your supervisor discuss your performance, the evaluation form will be returned to you for your signature to confirm that a discussion took place. You may, if you wish, enter additional comments of your own. A copy of the completed form, with your comments (if any), will be given to you and the original will be on file in the Human Resources Department.

Additional information regarding the Performance Management System can be found in your Employee Handbook.

Name: Dawn Hobbs

1. Knowledge of the job. Rating 3.7

Dawn has steadily increased her knowledge of the court beat. Much of her learning was done under fire when she was our lead reporter for the Michael Jackson investigation and trial.

She has made a special effort to learn court procedure and legal terms. She also has become familiar with public access issues and several times defended the public's right to know when court documents were being withheld.

2. Use of time and resources. Rating 3.5

Dawn is getting used to the rhythm of the criminal justice side of the court beat and is excellent at tracking cases through the system. She makes good uses of prosecution and defense sources to get advance notice of what to expect at hearings and during trials.

She should work toward being able to cover trials and hearings that are going on concurrently. During trial coverage, she should carefully limit her time in court to key statements and witnesses. This would help free time for weekend stories, including longer pieces about legal issues.

Dawn must also find time to cover important civil cases. She should check civil filings every day and should continue to bring civil cases to the attention of the metro desk for assignment.

3. Accuracy/quality of work. Rating 3.0

Dawn struggles to be fair while empathizing with crime victims and their families. That empathy helps her get interviews and leads to stories.

Her writing has improved. She should continue to concentrate on simplicity, clarity and story telling. She has a good ear for identifying key quotes, but often quotes too extensively. She sometimes strings together quotes and story elements without the necessary transitions.

Dawn should write with readers in mind and not for her sources in the legal community. She might benefit from reading her stories out loud.

4. Productivity/volume of work. Rating 3.5

Dawn did a prodigious amount of work during the Jackson investigation and trial. She filed a steady stream of daily and weekend stories and regularly scooped the competition.

5. Communication. Rating 3.5

Dawn does a good job of keeping the metro desk informed of news on her beat. She does an excellent job of submitting photo requests to the court and to our photo department. She communicates well with the backup court reporter.

She is still benefiting from sources she developed on the police beat and has already developed good sources among local prosecutors, defense attorneys and nationally-known legal experts.

6. Initiative. Rating 3.8

Dawn is energetic and enthusiastic. She is anxious to do good work and to make sure that no one scoops her on the court beat. She has taken the initiative to teach herself about legal issues and how the court system works. She is a self-starter, but approaches the metro desk when she feels she needs direction.

7. Professionalism. Rating 3.5

Dawn has a larger-than-life persona that injects much needed energy into the newsroom. But because she can be loud on the phone, she sometimes distracts her colleagues with personal calls. She should limit personal calls to emergencies and make them in the conference room away from other reporters and editors.

During the Jackson trial, Dawn frequently represented the News-Press on national television. She spoke knowledgeably about the case and presented a professional demeanor. Her television work raised the profile of the paper.

She much prefers to generate her own stories and does not enjoy following stories from other papers. That's a sign of a good reporter, of course, but she should work to do better with the occasional catch-up story assigned by the metro desk.

8. Procedures, guidelines and goals. Rating 4.0

Dawn follows newsroom and metro desk procedures. She fills out her daily and cityweek budgets and adjusts them in a timely manner to accommodate breaking news. She has a firm grip on the criminal court calendar and is able to do 30-day planning.

Overall performance: 3.56

Performance Objectives / Development Activities

Describe the 1 - 3 mutually developed objectives / activities and the results achieved.

1. Objective:

Result:

2. Objective:

Result:

3. Objective:

Result:

Availability for Work

Do any of the following items present problems?

Comments:

	Yes	No
1. Attendance	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Late for work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Prolonged meals or breaks	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. Availability for overtime, etc.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Work schedule changes	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Personal Time	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Overall Performance

Considering the performance of the Standards calculate the employee's overall job effectiveness as you see it.

Calculate the average of the performance standards by adding them and dividing by 8.

Employee Comments (Optional)

Employee's Signature

[Handwritten Signature]

Date

2/2/06

(Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)

SBNP/revised-11/01

98 2/9
1/4

Nora Wallace

Michael Todd

Jay Rols 11-30-05

W. J. Rols 11/30/05
J. Cule 12-15-05

EVALUATION: Nora Wallace

OVERALL RATING: 3.9

1. Knowledge of the job. As befits a veteran reporter, Nora has an almost encyclopedic knowledge both of her own beat and much of the county, information she's always willing to share. As an employee, she has a better understanding of the mechanics of putting out a daily edition than most, and crafts her work to meet those conditions, i.e. filing alternate takes, filing completed stories that can be easily updated, including pertinent phone numbers or info sources for stories that may need to be updated by others. She's also willing to photograph her stories, an excellent trait given geographic issues, and has often done fine work in that area.

Rating: 4.0

2. Use of time and resources. Nora is very efficient and productive (see #4) and very quick, and even more importantly can multitask. Given that she often works without direct supervision in the Lompoc bureau, these qualities are especially impressive. She is very self-motivated, which has proven invaluable for projects such as Valley Living or North County coverage that might otherwise go ignored. She is very good at meeting deadlines.

Rating: 4.5

3. Accuracy/quality of work. While Nora's work is consistently good, I suspect that because she's focused on volume and speed — qualities not to be sneezed at — that good stories routinely fail to turn into great stories. Having said that, Nora is eager to be edited, even edited vigorously, and is interested in improving her chops both as a reporter and a writer. Accuracy is not an issue.

Rating: 3.5

4. Productivity/volume of work. Nora is truly a force of nature in producing stories, and her ability to generate three stories a day for extended periods is a genuine asset to the newsroom. The down side is that she stresses in attempting to meet sometimes unrealistic expectations, some of which are applied by her supervisors but others of which she foists on herself. In that regard, she's unwilling to genuinely do triage on her workload and attempts to please everyone simultaneously.

Rating: 4.5

5. Communication. Nora is a special case in that much of her work is conducted outside of the main office and as a result we here tend to forget about her. Given that constraint, Nora is a stickler for filling out paper trails such as Cityweek, and generally checks in by e-mail or phone early in her shift to let us know both that she's available and what she's up to. She also tracks her own material and lets us know if something seems to fall through the cracks. However, in regards to # 4 above, she needs to communicate earlier and more

dispassionately when an avalanche of works is threatening to overtake her. Referring to item #1, she communicates tips and story ideas to other workers routinely.

In the community, especially the Santa Ynez Valley, Nora is a treasured resource and spokesperson for the paper. My files are overflowing with praise she has received for her stories.

Rating: 3.8

6. Initiative. Nora generates more story ideas than she can handle, and often looks for ways to promote the News-Press in the community. On her own, for example, realizing that she would be out for a number of weeks, she churned out a remarkable amount of stories for Valley Living and produced a lengthy memo on where to find more stories for her replacement.

Rating: 3.8

7. Professionalism. Nora is always professional and ethical. Under the stress of meeting sometimes unrealistic production goals, she does sometimes lose her cool, but never in a demeaning or disrespectful manner. Professionalism doesn't always mean saying yes, and I would like Nora to learn to say no earlier in the assignment process or be willing to recraft her immediate goals if necessary, even if she disagrees with the new direction.

Rating: 3.3

8. Procedures, guidelines and goals. Nora is very focused on following company guidelines and always wants to know about currents in company thinking. Sometimes I think she's too concerned about inconsequential things the company expects and worries too much about meeting trivial things that only produced unnecessary stress. She's exceptionally devoted to filling out things like Cityweek and producing budget lines and captions.

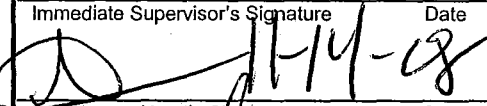

Rating: 4.0

FUTURE GOALS:

1. Strive to bring more analysis and authority to my writing, particularly in lengthier stories.
2. Continued focus on Chumash tribal issues, with plans to write at least three major pieces.
3. Heightened role in production of Valley Living

Santa Barbara News-Press**Performance
Evaluation****Employee Information**

Karna Hughes	
Employee Name	
News	
Department	
Reporter	
Job Title	
Date Started Present Job	Date Started with SBNP
2008	2009
Date Last Review	Date Next Review

(Two Levels of Approval Required)	
Immediate Supervisor's Signature	Date
	11-14-08
Department Head's Signature	Date
	11/14/08
HR Department Signature	Date
Publisher's Signature	Date

Copies: ☐ Employee ☐ Supervisor ☐ HR Department ☐ Publisher's Office

☐**Job Description Reviewed**☐

Changes made since last review

☐

No changes necessary

SB News-Press Performance Review...

Performance Management plays a key role in helping the Santa Barbara News-Press fulfill its future goals. The Performance Management System is designed to provide you with constructive feedback on your performance and assist you with maximizing your productivity. The program is a comprehensive managerial process for developing an environment that enables each employee to reach his/her potential in pursuit of organizational objectives.

After you and your supervisor discuss your performance, the evaluation form will be returned to you for your signature to confirm that a discussion took place. You may, if you wish, enter additional comments of your own. A copy of the completed form, with your comments (if any), will be given to you and the original will be on file in the Human Resources Department.

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Standards

Discuss strengths and weaknesses for the performance of the following standards using the scale below:

- 5** Always excels or exceeds standards.
- 4** Consistently meets standards.
- 3** Generally meets standards. Improvement possible.
- 2** Meets standards sometimes. Improvement needed.
- 1** Does not meet standards. Improvement required.

1. Knowledge of the job. Consider job-specific criteria in addition to the following:

Demonstrates proficiency in the technical skills required of job. Exhibits ability to solve problems creatively and efficiently. Examines options and makes decisions in a timely manner. Considers relationship of own work to others in the department and the rest of the newspaper. Interacts with members of the team, department and organization effectively. Applies experience from successes and mistakes to improve performance. Demonstrates ability to motivate and develop a team through example and challenge (supervisors).

Rating

4

Comments:

Karna has come quite a long way as a reporter. She develops generally interesting stories and packs a lot of information into her reports. And whether she's doing a feature or asked to turn around a newsy daily, she is able to pull it off.

2. Use of time and resources. Consider job-specific criteria in addition to the following:

Manages time effectively. Organizes work logically and systematically. When necessary adjusts priorities appropriately. Meets deadlines consistently. Follows through on assigned tasks. Uses available resources effectively. Is able to anticipate problems and has contingency plans in place. Considers impact on budget when making decisions (non-supervisors). Demonstrates ability to control costs and meet budgetary goals (supervisors).

Rating

3

Comments:

Karna is generally well organized; however, at times she can let the work overwhelm her. Doing a better job at planning would probably help her out in this regard.

3. Accuracy/quality of work. Consider job-specific criteria in addition to the following:

Produces accurate work according to instructions. Improves work based on feedback. Strives to continually improve the newspaper.

Rating**4****Comments:****4. Productivity/volume of work. Consider job-specific criteria in addition to the following:**

Generates an acceptable volume of work. Works independently with appropriate level of supervision. Is able to learn new procedures and systems at an acceptable pace.

Rating**3****Comments:**

Writing long pieces is Karna's way; however, writing more pieces would be preferred.

5. Communication. Consider job-specific criteria in addition to the following:

Expresses thoughts clearly when speaking and writing. Listens attentively and seeks clarity when needed. Provides timely information to team members, supervisors and other departments about ongoing projects. Demonstrates courtesy when communicating with the public and co-workers. Recognizes when tenacity is helpful and when it is time to accept a supervisor's decision. Addresses personnel issues quickly to achieve resolution (supervisors).

Rating**2****Comments:**

Karna needs to work on the tenacity vs. accepting supervisor's direction aspect of this category. She can come off as needling -- unintended perhaps, but drawn-out talk about a story or the whys of a story, is counterproductive. She could also be a better communicator when a story is not going to come in on time.

6. Initiative. Consider job-specific criteria in addition to the following:

Recommends ways to improve the flow of work and processes. Demonstrates innovation and looks for opportunities to improve the quality of the newspaper. Initiates requests for new assignments and offers to help others. Takes appropriate follow-up actions. Delivers more than the minimum required.

Rating**Comments:****3****7. Professionalism. Consider job-specific criteria in addition to the following:**

Arrives punctually for work and meetings. Comes prepared for the task at hand. Remains calm in stressful situations. Demonstrates the highest ethical standards.

Rating**Comments:****3****8. Procedures, guidelines & goals. Consider job-specific criteria in addition to the following:**

Follows department and company procedures in a timely manner. Demonstrates knowledge of company goals and strives to achieve them. Promotes new policies and procedures to support company goals. Uses good judgement regarding safety. Is able to set clear goals, delegates effectively and establishes accountability (supervisors).

Rating**Comments:****4**

Future Performance Objectives

(Describe 1 - 3 mutually developed objectives.)

1. Objective:

2. Objective:

3. Objective:

Overall Performance

Considering the performance of the Standards calculate the employee's overall job effectiveness as you see it.

Calculate the average of the performance standards by adding them and dividing by 8.

3.25

Employee Comments (Optional)

Employee's Signature Karna Hughes Date 5/13/09
(Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)

SBNP/revised- June 2004

I will submit my comments shortly.

Summary of discussion with interview with Dennis Moran on Saturday August 23, 2008:

1. Arrived at the News-Press at 2:45 P.M
2. Met in the lunch room by SS. Conducted to Ortega Conference Room
3. Moran and SS joined by YA and NJC
4. SS conducted interview and opened discussion by saying he was following up on the Santa Barbara Men's Open matter.
5. Question: Did you speak to Richard Chavez. Answer: "I did not talk to him beforehand. Mark may have. I don't recall talking to him."
6. Question: Did you tell Richard Chavez that Kevin Merfeld was no longer with the paper and that we would not be able to cover the event. Answer: No, I sure don't recall talking to Chavez. Many people call about certain events and we just have to tell them that we are not sure if we cover something; we are short staffed - until we get new staff.
7. Question: Did you tell Richard Chavez that we would not be able to cover this one(tournament)? Answer: I don't recall talking to Richard Chavez. I never covered the Santa Barbara Men's Open in the past. I covered the Santa Barbara City Championships last year. This one snuck up on me. It fell through the cracks and I felt pretty bad about it.
8. Questions: Do you understand that management decides how, where and when events are covered. Do you understand that management can tap into other resources to cover events? Answer: It was not made clear to me who was in charge.
9. Question: Did you follow up with Mr. Chavez on the tournament? Answer: I'm not sure when I found out about it. Patton got something and was suppose to follow up.
10. Question: Did you say anything to Richard Chavez about not covering the event or Kevin Merfeld? Answer: I don't recall, I might have mentioned that we don't have a golf writer.
11. Question: You know that I make the staffing decisions: Answer: That was not clear to me. I thought that we were on our own to cover with the staff we have. We have been coping as best we can. I'm sorry that I did not come to you. I was chagrined that I didn't cover this.

At this point SS advises Moran that he is suspended pending further investigation. Moran replied: "What does that mean". SS: "Yolanda can answer any specific questions." Moran: Why am I talking the fall for this. I don't mean to be impudent. SS: "We are looking into it, and we will tell you what we can, when we complete our investigation. Moran: I'm not working today? SS: "No."

Follow up question from NJC: "I have question: Did Chavez ever send in the scores from the tournament?" Answer: "I don't know. We would have run it in the agate. Don't recall seeing the list of scores. At the time I didn't realize the importance.

Moran: We haven't been able to cover a lot of stuff. Like the Polo Tournaments - and I have to tell them we can't cover it - we don't have the people. I am strapped to the desk and I cannot go out and cover the polo tournament.

SS: You decided that on your own? You didn't tell me? You do understand that I decide if we bring in other people and cover the events.

Interview concluded at 3:00 P.M. Moran conducted out of the building.

At the exit Moran remarks to YA: "I'm trying to be honest. If I remember anything I will call you or Scott." YA: Please do. We'll be in touch.

Note: At no time during the interview did Moran request the presence of a witness.

Attorney-Client Privileged

***Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

Name Karna Hughes

Dept. Newsroom

06/14/08

F

005210

Hughes, Karna M.
H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40			8	8	8	8		32	72
Vacation																	
Sick										8						8	8
Holiday																	
Other																	
																	80

Comments

Employee Signature

Karna Hughes

Approved

[Signature]

***Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

Name Karna Hughes

Dept. Newsroom

6/26/2008

F

005210

Hughes, Karna M.

H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked										8	8	8	8			32	32
Vacation			8	8	8	8		32									32
Sick														8			8
Holiday		8x															8 B-Day
Other																	
																	80

Comments * Birthday vacation 6/2007 26/2008

Employee Signature

Karna Hughes

Approved

[Signature]

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

07/12/08

F

005210

Hughes, Karna M.
H

Name Karna HughesPay Period Ending 7/12/08Dept. Newsroom

Dept. # _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked										8	8	8	8	8		40	40
Vacation																	
Sick		8	8	8	8			32									32 29 1/2
Holiday						8		8									8 avail.
Other																	
																	80

Comments _____

Employee Signature

Karna Hughes

Approved



***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

Name Karna Hughes

Dept. Newsroom

07/26/08

F

005210

Hughes, Karna M.
H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	
																	80

Comments

Employee Signature

Karna Hughes

Approved

cy R

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

Name Karna Hughes

Dept. newsroom

08/09/08

F

005210

Hughes, Karna M.
H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	7	1	40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

* newsroom interview

Employee Signature

Karna Hughes

Approved

ef

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

Name Karna Hughes
Dept. Newsroom

08/23/08

F

005210

Hughes, Karna M.
H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	7	1	40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Karna Hughes

Approved

CJ

Fri, Aug 22, 2008 4:24 PM

From: Karna Hughes <khughes@newspress.com>
To: Charlotte Boechler <cboechler@newspress.com>
Date: Friday, August 22, 2008 4:18 PM
Subject: Schedule for today and Saturday

Hi, Charlotte. Just want to confirm that today I'll be working seven hours (from 10 a.m. to 6 p.m.) and I'll be working one hour tomorrow (Saturday) for the ukulele club story. The club meets on Saturdays only. Thanks.

Karna

***Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

09/06/08

F

005210

Hughes, Karna M.
H

Name Karna Hughes
Dept. Newsroom

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40			8	8	8	8		32	72
Vacation																	
Sick																	
Holiday										8						8	8
Other																	
																	80

Comments

Employee Signature

Karna Hughes

Approved

[Signature]

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

Name Karna Hughes

Dept. Newsroom

09/20/08

F

005210

Hughes, Karna M.
H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Karna Hughes

Approved

[Signature]

***Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

10/04/08

F

005210

Hughes, Karna M.
H

Name Karna Hughes

Pay

Dept. Newsroom

Dept. # _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments _____

Employee Signature

Karna Hughes

Approved

lef

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

10/18/08

F

005210

Hughes, Karna M.
H

Name Karna Hughes

Dept. _____

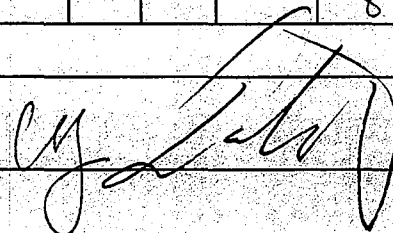
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8			32	72
Vacation														8		8	8
Sick																	
Holiday																	
Other																	
																	80

Comments _____

Employee Signature

Karna Hughes

Approved



***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

11/01/08

F

005210

Hughes, Karna M.
H

Name Karna Hughes

Dept. newsroom

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked					8	8		16		8	8	8	8	8		40	56
Vacation		8	8	8				24									24
Sick																	
Holiday																	
Other																	
																	80

Comments

Employee Signature

Karna Hughes

Approved

[Signature]

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

Name Karna Hughes

Dept. Newsroom

11/15/08

F

005210

Hughes, Karna M.
H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Karna Hughes

Approved



***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

Name Karna Hughes

Dept. Newsroom

11/29/08

F

005210

Hughes, Karna M.
H



Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8		8	32		72
Vacation																	
Sick																	
Holiday													8		8		8
Other																	
																	80

Comments

Employee Signature

Karna Hughes

Approved

[Signature]

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD



12/13/08

F

005210

H

Hughes, Karna M.

Name Karna HughesPay Period Ending 12/13/08Dept. Newsroom

Dept. # _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8				8	8	8	8	8			80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments _____

Employee Signature

Karna Hughes

Approved

In case Karna didn't / doesn't follow
out.

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

12/27/08

F

005210

Name

Karna Hughes

P Hughes, Karna M.

H

Dept.

Dept.

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8	32	40									32
Vacation						8	8		8	8	8		8		32	40	
Sick																	
Holiday						8						8					8
Other																	

Comments

Employee Signature

Approved

Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

**SANTA BARBARA NEWS-PRESS
TIMECARD**

FOR PAYROLL USE ONLY

01/10/09

F

005210

Hughes, Karna M.

H

Name Karna Hughes

Dept. Newsroom

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked			8	8		8		24		8	8	8	8	8		40	64
Vacation																	
Sick		8						8									8
Holiday					8			8									8
Other																	
																	80

Comments

Employee Signature

Karna Hughes

Approved

[Signature]

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

Name Karna Hughes

Dept. Newsroom

01/24/09

F

005210

Hughes, Karna M.

H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8		8		32		8	8	8	8	8		40	72
Vacation																	
Sick																	
Holiday																	
Other					8*												72

Comments * Out for bargaining

Employee Signature

Karna Hughes

Approved

[Signature]

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

02/07/09

F

005210

Hughes, Karna M.

H

Name Karna HughesPay Period ending 2/7/09Dept. Newsroom

Dept. # _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8				8	8	8	8	8			80
Vacation																	
Sick																	
Holiday																	
Other																	80

Comments _____

Employee Signature

Karna Hughes

Approved

Cif[Signature]

***Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

02/21/09

F

005210

Hughes, Karna M.

H

Name Karla Hughes

Pay Period Ending

Dept. Newsproom

Dept. #

[illegible]

Comments

Employee Signature

Karna Hughes

Approved

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

03/07/09

F

005210

Hughes, Karna M.

H

Name Karna Hughes

Pay Per

Dept. Newsroom

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8		8		32		8	8	8	8	8		40	72
Vacation																	
Sick																	
Holiday																	
Other					8												

Comments

* out for bargaining

Employee Signature

Karna Hughes

Approved

ckj[Signature]

03/21/09

F

005210

Hughes, Karna M.

H

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARDName Karna HughesPay Period Ending 3/21/09Dept. Newsroom

Dept. # _____


Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	80

Comments _____

Employee Signature

Karna Hughes

Approved



***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

04/04/09

F

005210

Hughes, Karna M.

H

Name

Karna Hughes

Pay Period Ending

4/4/09

Dept.

Newsroom

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8				8	8	8	8	8			80
Vacation																	
Sick																	
Holiday																	
Other																	
																	80

Comments

Employee Signature

Karna Hughes

Approved



***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

04/18/09

F

005210

Hughes, Karna M.

H

Name Karna HughesPay Period Ending 4/18/09Dept. Newsroom

Dept. # _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	<u>1</u>	<u>8</u>	<u>8</u>	<u>8</u>	<u>8</u>	<u>8</u>		<u>41</u>		<u>8</u>	<u>8</u>	<u>8</u>	<u>8</u>	<u>8</u>		<u>40</u>	<u>80</u>
	<u>1</u>							<u>1</u>									<u>1</u>
Vacation																	
Sick																	
Holiday																	
Other	<u>1</u>																<u>81</u>

Comments * 1 hour overtime was done 4/4/09 (RV story)

Employee Signature

Karna Hughes

Approved

Ch

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

05/02/09

F

005210

Hughes, Karna M.
H

Name Karna HughesDept. Newsroom

Dept. # _____

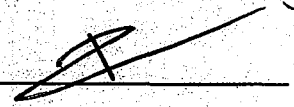
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		6.5	8	8	8		.1	31 1/2 30.5		8	8	8	8	8		40	70.5
							**	1									1
Vacation						8		8									8
Sick																	
Holiday																	
Other		1.5*						1.5									1.5 JD

Comments * Jury duty (see attached letter) ** Overtime for Mexican music story

Employee Signature

Karna Hughes

Approved



***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

05/16/09

F

005210

Hughes, Karna M.

H

Name

Karna Hughes

Pay

Dept.

Newsroom

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	
																	80

Comments

Employee Signature

Karna Hughes

Approved

CB

A

Santa Barbara News-Press Timesheet

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name: Karna Hughes

Pay Period Ending: 5/30/09

Department: Newsroom

Department #: _____

	Date	In	Out	In	Out	Total Hours Worked	For Payroll Use Only								
							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total	
Sunday	5/18														
Monday	5/18	9am	1:50pm	2:50pm	6pm	8	8								
Tuesday	5/19	9am	2:10pm	3:10pm	6pm	8	8								
Wednesday	5/20	9am	1pm	2pm	6pm	8	8								
Thursday	5/21	9am	2:30pm	3:20pm	6pm	8	8								
Friday	5/22	9am	2pm	3pm	6pm	8	8								
Saturday															
Sunday															
Monday												8			
Tuesday	5/26	9am	2:20pm	3:20pm	6pm	8	8								
Wednesday	5/27	9am	2:20pm	3:20pm	6pm	8	8								
Thursday	5/28	11am	4:30	5:30pm	8pm	5.5									
Friday	5/29	9am	10:15am	2:40pm	6pm	4.5								11.96	
Saturday															
						66	66					8	11.96		
I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.						Total	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total	

Employee Certification

Karna Hughes

Supervisor Approval

CM

P. 1

From: WPM

A-4

SANTA BARBARA NEWS-PRESS

LOCAL

FRIDAY, OCTOBER 22, 2004

A question of aesthetics, history

Grenada revamp may not include exterior walls

By JOSHUA MOLINA
NEWS-PRESS STAFF WRITER

The Granada Theatre is getting a major makeover, but the building's drab concrete exterior may have to stay, well, drab.

Because the 1924 building is considered eligible for historic status, few changes to the exterior can be made without having to perform an environmental review.

City officials are trying to avoid the review, which could slow the project by a few months. The group trying to restore the Granada wants to open the theater by the fall of 2006.

"We've gotten ourselves into a situation where a large, concrete box is historic," said Jonathan Maguire, chairman of the city's Planning Commission. "The back of the Granada building, historic or not, is an eyesore and a blight on downtown Santa Barbara."

The view was shared by all members of the commission, who praised the overall restoration of the Granada to its 1924 style but said the walls that don't face State Street should be brought up to the city's "architectural standards."

The commission on Thursday voted 5-0 to support the restoration of the Granada, but also sent the proposal back to the Historic Landmarks Commission, an aesthetic review panel. That board will look at ways of embellishing the walls without drastically changing the outside look of the building.

The owner of the theater, the Santa Barbara Center for the Performing Arts, wants to make a number of changes that will restore the building to its original look and modernize the theater's stage, dressingrooms, acoustics and equipment to attract national and international talent.

Plans call for 164 nights of entertainment each year. Groups such as the State Street Ballet, Opera Santa Barbara, Santa Barbara Symphony, UCSB's Arts & Lectures, touring companies from New York and others are expected to use the theater.

The Granada will also host stand-up comics and contemporary pop artists. Plans also call for restoring the original 1924 marquee and moving the current one, which was installed in the 1960s, to a theater in San Luis Obispo.

The project is expected to cost about \$32 million; organizers say they have already raised about \$20 million.

The members of the commission were pleased with the plan for the Granada and the chance to make Santa Barbara a first-tier arts community.

All the more reason, they say, to fix up the exterior the walls that don't face State Street.

The city's senior planner, Jan Hubbell, said despite the look of the walls, they are what tourists and people have come to expect when they look at the Granada. That's the way building has always looked, she said.

"It's not ugly," she said. "It's just there. It is what it is."

But the commission sent a clear message that it wants something done about the blank walls.

"There is going to have to be some additional work to the exterior," said Commissioner Bill Mahan, an architect. "I do think we need to do something to make this hulk more accepting."

The group pushing the project does plan to place posters of coming attractions at eye level along a pedestrian pathway on one side of the building. But commissioners said that's not enough.

They said people tend to look up when they see a tall building and there's no reason to avoid making small architectural changes.

"I just think these are accidents of time that we can actually improve on with today's standards," said Commissioner Harwood "Bendy" White. "To think this building has a chance to come back is really exciting."

e-mail: jmolina@newspress.com

CRUZIN



Actress Penelope Cruz of her new film, "Do to mark the opening

CUTTER MOTORS IS NOW SANTA BARBARA AUTO GROUP
New Ownership, New Attitude, Same Location

72 Clear Sale

Former arrestee

STAFF AND NEWS

Three former students were among students arrested

424:10 40 51 404

AMP 1571

JDA0747

FRIDAY 22 OCTOBER 2004 11:01 - NEW PAGE 0111.

Santa Barbara woman perished while trying to highlight safety of BASE jump — a debate that reverberates to this day among recreationalists, national parks



Jan Davis was 60 years old when she died.

By LEAH ETLING
NEWS-PRESS STAFF WRITER

Five years ago today, Henry Boger and Scott Gediman stood in a meadow in Yosemite Valley and watched Santa Barbaran Jan Davis plunge 3,600 feet to her death.

Ms. Davis, 60, and four other athletes were parachuting off Yosemite's famous El Capitan peak to protest the National Park Service's ban on BASE jumping, an extreme sport where people leap off "buildings, aeriels, spans and earth."

But something went terribly wrong during the jump. Ms. Davis' parachute never opened. No one knows why for sure,

but she wasn't wearing her normal equipment and may have been trying to pull her chute release in the wrong direction.

The hope was that a safe jump would show park officials and BASE jumpers some common ground and encourage legal parachuting in Yosemite. But the tragedy did just the opposite.

Parachutists like Mr. Boger still contend El Capitan is one of the safest BASE jumps around and taxpayers should be able to enjoy any sports in America's national parks, while the Park Service's Mr. Gediman said that leaping off the

Please see **DAVIS** on **A12**



Henry Boger, Jan Davis' friend, a fellow jumper.

MTD plans S.Y. service starting in January

By JOSHUA MOLINA
NEWS-PRESS STAFF WRITER

Hammering home the theme that it is a new day at the Metropolitan Transit District, elected officials from throughout the county approved MTD's revised \$8.1 million bus plan on Thursday, opening the door for the agency to begin commuter service from the Santa Ynez Valley to Santa Barbara.

New MTD General Manager Sherrie Fishers said she expects the service to begin in January.

The 12-0 vote by the Santa Barbara County Association of Governments is significant because it ends years of delays and skepticism about whether MTD would ever go forward with its expansion plans after a series of financial problems, management changes and criticism by South Coast elected officials.

"We have had some bumps in the road," said Gail Marshall, 3rd District county supervisor. "The MTD board has certainly gone a long way with the appointment of Sherrie Fisher to reinvigorate the agency and establish credibility."

The new Santa Ynez Valley service, aimed at a growing number of commuters priced out of Santa

Please see **MTD** on **A12**

In Boston, Sox fans painting the town red

WORLD SERIES: RED SOX VS. CARDINALS

GAME 1: Saturday @ Boston; 5 p.m. on Fox

By PAM BELLUCK
THE NEW YORK TIMES

Red Sox rapture struck Jeff Brown like a thunderbolt.

Mr. Brown, 43, had already driven five and a half hours from

sandwiches, then drove to Boston to be fifth in line outside Fenway Park.

Equipped with a tent, 10 wool blankets and three layers of clothing, Mr. Brown, a union negotiator, was prepared to camp out until Saturday to be there when tickets to Game One of the World Series are scheduled to become available at the ballpark.

pg 2

p.3

SANTA BARBARA
NEWS-PRESS

SECTION C

GERRY SPRATT Sports Editor
sports@newspress.com / 564-5255

Sports

FRIDAY, OCTOBER 22, 2004



GOLD

COURT R
U.S. GYM
HAMM C/
GOLD MENBA Notes C2
Auto Racing C2Rec Roundup .. C4-5
Baseball C6-7

ST. LOUIS CARDINALS 5, HOUSTON ASTROS 2

ST. LOUIS WINS SERIES 4-3; NEXT: SATURDAY @ BOSTON, 4:20 P.M., FOX



It's in the Cards

St. Louis rallies past Houston, 5-2, to move into the World Series against the R



AMP 1573

4:10 40 51 not

JDA0749

RESP 983

Page 3 of 15

ished w... trying to highlight safety of BASE jumping
ates to th... day among recreationalists, national park

EAH ETLING
ESS STAFF WRITER

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Henry Boger, Jan Davis'
friend, a fellow jumper.

Please see **DAVIS** on A12

WED 27 OCTOBER 2004

Y. service starting in January

AMP 1574

New MTD General Manager Sherrie Fishersaid
she expects the service to begin in January.

The 12-0 vote by the Santa Barbara County
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The new Santa Ynez Valley service, aimed at a
growing number of commuters priced out of Santa

Please see **MTD** on A12

ox fans painting the town red

CARDINALS

5 p.m. on Fox

1574
R

By **PAM BELLUCK**
THE NEW YORK TIMES

Red Sox rapture struck Jeff Brown
like a thunderbolt.
Mr. Brown, 43, had already
driven five and a half hours from
his home in Loudon, N.H., to see the Red Sox
crush the Yankees at Yankee Stadium and

sandwiches, then drove to Boston to be fifth
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Equipped with a tent, 10 wool blankets
and three layers of clothing, Mr. Brown, a
union negotiator, was prepared to camp out
until Saturday to be there when tickets to
Game One of the World Series are sched-
uled to become available at the ballpark.

"Pinch me," Mr. Brown said. "I'm
dreaming Boston has always been the



Lois Capps



Elton Gallegly

Capps, Gallegly given shots before shortage

By **JAMIE FREED**
NEWS-PRESS CORRESPONDENT

WASHINGTON—Amid a growing outcry about the
shortage of flu shots, both Santa Barbara County
members of Congress revealed Thursday that they
have been inoculated with the precious vaccine.

But Rep. Elton Gallegly, R-Simi Valley, and Rep.
Lois Capps, D-Santa Barbara, both say that they
received their shot before news broke about the
shortage.

Mr. Gallegly said he received a flu shot from the
Office of the Attending Physician on Capitol Hill on
Sept. 30, encouraged by a nurse during a routine
medical exam. But the 60-year-old said if he could give

Please see **CONGRESS** on A9

Or the
high group
who get
inoculated now are
those ages 2 and
older with chronic
conditions that put
them at risk for flu
complications;
residents of
nursing homes
and long-term care
facilities; pregnant
women;
out-of-home and
primary caregivers
of children
younger than 6
months old and
"front-line" health
care workers.

Parents of
children 2 and
younger, or whose
older children are
on chronic aspirin
therapy or have
chronic conditions
that put them at
risk for flu
complications, are
asked to contact
their child's doctor
directly, since it
appears there will
be enough
pediatric vaccine
at this time.

Hoping the
curse has lifted,
Red Sox fans
erupt in
jubilation
following
Boston's victory
over the
Yankees in
Game 7 of the
American
League playoffs
on Wednesday





SCENE MAGAZINE | INSIDE TODAY

THE PIXIES

Groundbreaking indie band
of the '80s is back together —
and coming to the Bowl



"I ♥
Dustin!
In an e.
—
"I
Sara
In a la

SANTA BARBARA NEWS

OUR 149TH YEAR

FRIDAY, OCTOBER 22, 2004

5 YEARS AGO

JAN DAVIS' FINAL JUMP

Seeking thrills, finding death



AMP 1575

JDA0751

P. 6

SANTA BARBARA
NEWS-PRESS

SECTION D

GARY J. ROBB Arts and Features Editor
life@newspress.com / 564-5223

Life



BEAT IT

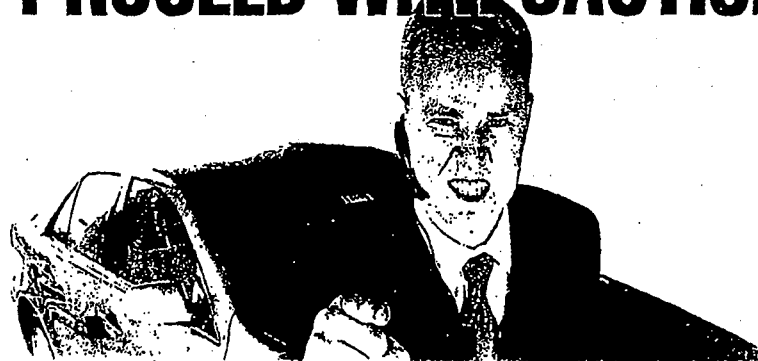
LEGENDARY PERCUSSIONIST EVELYN
GLENNIE OPENS THE SANTA BARBARA
SYMPHONY'S SEASON.

ENTERTAINMENT | D3

Dear Abby	D2	Horoscope	D2	Entertainment	D3	Television	D
Diversions	D2	Names & Faces	D2	Comics	D4	Prime Time	D

OUT &
ABOUTIrene
StoneCathie
McCammonStone, McCammon
lead Women Voters

Irene Stone and Cathie McCammon have been elected co-presidents by the League of Women Voters of Santa Barbara. Ms. Stone has been elected co-president for administration and educational services. A retired school counselor, she has led many of the League's Voters

TUESDAY, OCTOBER 19, 2001
EVERYDAY ESSENTIALS A USER'S GUIDE TO LIVING
IN SANTA BARBARA COUNTYCAR SALESMAN AHEAD:
PROCEED WITH CAUTIONHoot &
Holler

On Saturday, super-slim Oprah held hush-hush nuptials at her Montecito estate for her longtime trainer Bob Greene. Spies battle the rehearsal dinner was held in Mollie's private dining room on Friday night. That same evening, playwright Tony Kushner of "Angels in America" fame stood beside a barely

recognizable bearded and graying Jeff Bridges at Eva and Yoel Haller's cliffside Hope Ranch estate. Kushner told the gathering he was thrilled to have the actor interview him at Campbell Hall because he was an adoring fan. "We wanted Bo Derek" blurted out not to producer Andy Davis. Tony laughed. "Well, that wouldn't have worked for me." Bridges flew down

BY

BY MARTHA SHILGIS

AMP 1576

494:10 40 51 NOV

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SANTA BARBARA NEWS-PRESS

VOICES

THURSDAY, OCTOBER 14, 2004

Lo Capps: Keep your word

It seems either Lois Capps lied in 1997-98, or, once she reached the District of Columbia, her integrity wilted like wax on a hot tin roof.

Either way, by March 2003 she was making the usual noises pledge-takers gearing up to break their word make — and hoping the backlash would lash itself out by election time.

lash itself out by
Back in 2003, she
then director of
its, noted that Mr.
achieved the sin
of proving that "C
gress can become
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ther: U.S.

Representatives like Mark Sanford, Tom Coburn, Matt Salmon and Tillie Fowler are among those who have done so.

Keeping her word is certainly within the realm of the possible. Nobody had demanded Mrs. Capps reverse the flow of gravity or anything like that. Following through depends on her actions alone. And there's still a chance of redemption here. She need only keep her own unequivocal promise about what she herself would do. It's doable. Very doable.

But it doesn't look like this will happen. So it seems that either Mrs. Capps lied back in 1997-98, or, once she reached the District of Columbia, her integrity wilted like wax on a hot tin roof. Either way, by March 2003 she was making the usual noises pledge-takers gearing up to break their word make — and hoping the backlash would

Ms. Rumenap and the News-Press have that Mrs. Capps faces little competition in her district, and can likely sleepwalk through the rigging of districts — rigging districts to systematically favor one political party over another — is just one of the electoral advantages gain from the sheer fact that they are in office.

That's why U.S. House members who stay in office at the rate of 100 percent plus. It's not that they're all star-quality senators. They have advantages challengers don't have. That's why the public supports term limits. They believe in democracy and they believe the count.

The News-Press, which doesn't support term limits and does support Mrs. Capps on a number of issues,

AMP 1577

ails

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ASSUMING WE SOMEHOW
MANAGE TO HAVE AN
AMERICAN-STYLE ELECTION,
HOW DO WE GET THOSE
SLEAZY CAMPAIGN ADS?

D8

D6

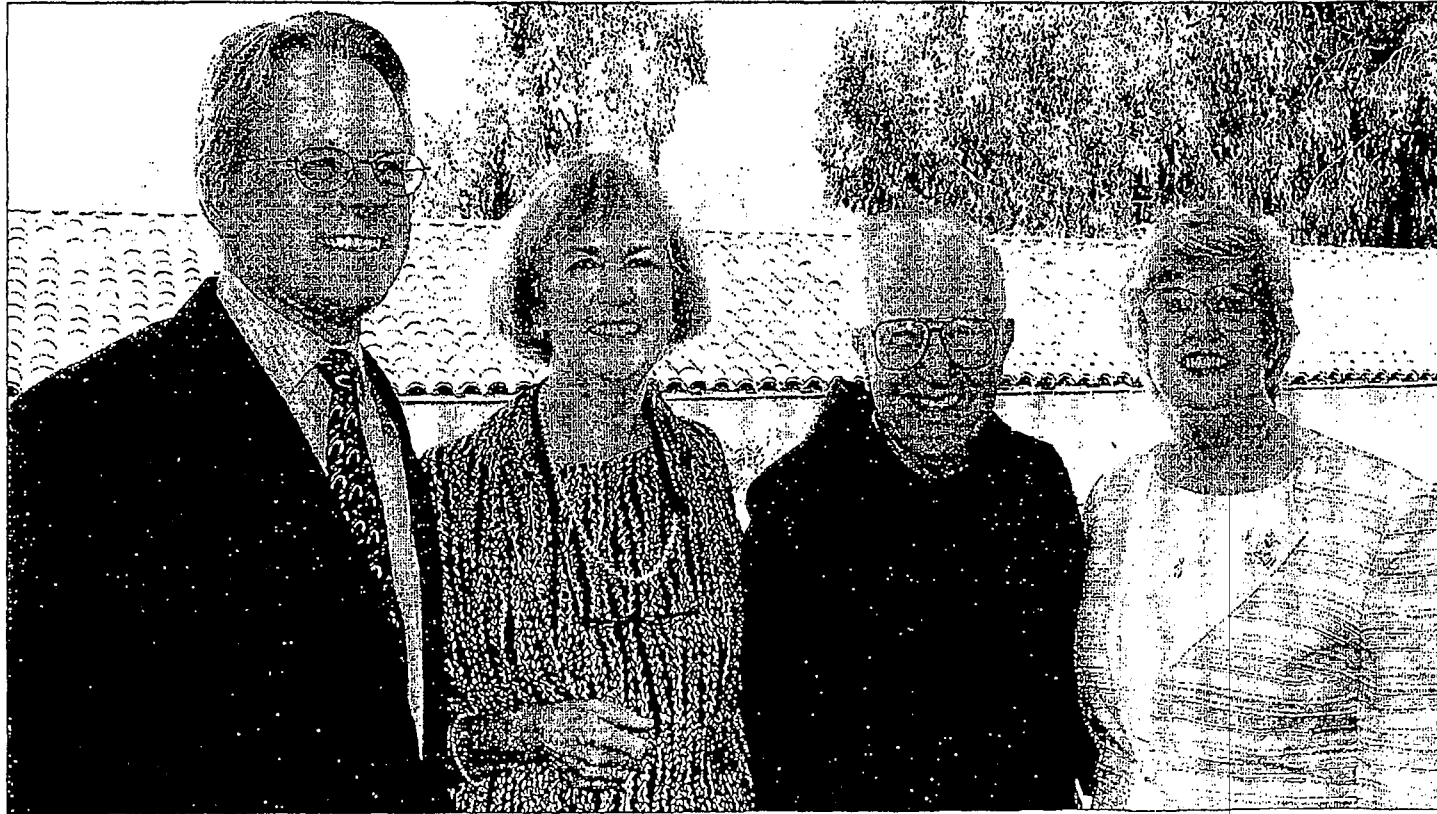
SANTA BARBARA NEWS-PRESS

LIFE

WEDNESDAY, OCTOBER 13, 2004

Why isn't this on back page in color as it's supposed to be?

ON THE TOWN



LORRAINE D. WALSON PHOTOS

From left, Doug Phelps, head of school for Marymount of Santa Barbara, and Dolores Pollock, former head of school, at the dedication of the new building named in her honor, with Father Virgil Cordano and Anne Foley, for whom the Religious Studies Center was named.

Marymount dedicates new building

It was a warm, sunny day, appropriate for the dedication and celebration that welcomed



Philip Sinco
Tzur, chair c
attorney Rol
of Anticouni
at the Glen /
Association



AMP 1578

JDA0754

offer our final endorsements for voters who go to the polls Nov. 2.

● **Bob Pohl** for Assembly. Residents of Santa Barbara and Ventura counties have the chance to put in the state Assembly a leader who won't succumb to the politics of the past. Bob Pohl aims to get beyond the labels of the "left" and the "right" to build an effective state government. He's the candidate best-suited for the job.

A former principal and member of the Santa Barbara school board, Mr. Pohl has made a career of turning around troubled schools. Educational spending makes up a large portion of the state budget, and Mr. Pohl would work to make sure the dollars help children in the best possible ways.

See his Web site to learn more: www.bobpohlforassembly.com

● **Jean Blois and Roy Zbinden** for Goleta City Council. Jean Blois has been the continual voice of reason, compassion and fiscal responsibility on the five-member council. Mrs. Blois embodies what the cityhood movement was about — opening up Goleta to citizen involvement.

Jonny Wallis, the other incumbent in the race, and the remaining council members not up for re-election appear more about personal



Joe Armendariz



Jean Blois



Roy Zbinden

will at times join them.

● **Joe Armendariz** for Carpinteria City Council. No doubt some people will try to paint this taxpayer watchdog with a broad brush as a pro-growth candidate. But in his discussion with us, we were struck with Mr. Armendariz's concern for safeguarding Carpinteria's quality of life. He wants to have a "thoughtful approach to development in Carpinteria." Give him the chance.

See his Web site to learn more: www.joearmendarizforcitycouncil.org

cor was for this rotating title to go to Mrs. Blois this year. At least Councilwoman Margaret Connell didn't participate in such shenanigans.

The News-Press endorses Roy Zbinden for the second council seat because of his desire to build a responsive city government that listens to all sides and his dedication to public service. He's determined to address Old Town's problems and matters important to homeowners.

Our hope is that Mr. Zbinden and Mrs. Blois can begin to make inroads to correct the city's path. Perhaps Ms. Connell, who can be less an ideologue than others in the council majority,

off the Sierra Club leadership with \$50 million in "anonymous contributions" to keep them quiet on this issue.

As the CEO of KB Home has noted, the U.S. is the only industrialized country with a growing population, plus they benefit from cheap illegal alien labor. The bottom line result for them is record high profits. He has helped to engineer these record high profits at the expense of our security, environment, quality of life, and future American generations.

Tim Brummer
Lompoc

'Money makes the world go around'

We better get some money in this town, because it's going to the dogs. I'm sure less than 10 percent of the population is supporting the other 90 percent, and reciting the pledge doesn't help.

Money is something that looks and is valuable. School is not in the business of teaching you how to make money. You have to learn that on your own.

We all know who has money at the top, but helping everyone feel better is what money should do. We all know who the rich people are, and the difference it takes to manage a cash register and manage the whole store. Money is more than a means of exchange; it is a basic necessity. And we all want more.

Feed the dog, and try to make Santa Barbara look valuable.

Leonard L. Osborne
Santa Barbara

Pet projects Capps' priorities

I'm not a regular reader of the News-Press, as reading liberal commentaries and letters to the editor have tended to raise my blood pressure. I bought the News-Press Sunday to read the interview with Rep. Elton Gallegly, which was announced on Saturday but didn't appear.

Did I ever get a pleasant surprise when I read the editorial saying Rep. Lois Capps doesn't deserve another term in Congress. The paper's interview with her, published Saturday, shows where her priorities lie: with her pet projects that the majority of her constituents could care less

Kari Day & Oscar Beck 2004
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AMP 1579

SAFETY ALERT! We've seen it before – Big Business and Powerful Government Interests Colluding in a High-Stakes Conspiracy to Confuse, Mislead and Obfuscate in a Game of Deceit to Protect Multi-Billion Dollar Corporate Profiteering. Asbestos, Agent Orange, Silicon Breast Implants, the Tobacco Industry, and most recently, Vioxx and the Greed of the Giant Corporate Drug Makers have Violated the Trust – and Health of the American Public. But even as you read this, Lines are being drawn in a New Battleground over a Public Health Scandal that may Rock the Consumer Electronics Industry to the Core in a way that would even have Big Tobacco Running Scared. However this Battle plays out, the Most Important thing you can do today is Protect yourself from the Undisclosed Dangers of Cancer Causing Radiation being Emitted by an Important but Hazardous Tool you use every day – Your Cellular Phone!

WALL STREET WHISPER

Company:	Claremont Technologies, Inc.	Stock Symbol:	CTTG
Recommendation:	STRONG BUY	Recent Price:	\$0.84
	Website: www.claremonttechnologies.com		

When it comes to fighting cancer, one of the most feared of all diseases and a leading cause of deaths worldwide, BILLIONS of dollars have already been spent on everything from prevention to treatment, still cancer takes countless lives every year – and we are all still at risk. To make matters worse, devices that make our day-to-day lives more convenient are now being shown to increase that risk. Worse yet, manufacturers of these devices and their well-paid lobbyists vehemently deny that regular use of these devices may in fact be a significant cause of a variety of health problems, despite a mounting body of evidence proving that the danger is real.

But there is a Company that has developed a technology that has been demonstrated to eliminate the very source of what many researchers have said could already be causing cancers to form in you, your family, and just about everyone else you know, and besides just saving lives, this new product might also make you rich. The product we are talking about is the Safe Cell Tab developed by Claremont Technologies (OTCBB: CTTG). The Safe Cell Tab that relies on technology first pioneered by NASA to protect astronauts from hazardous electromagnetic frequencies (EMF) like microwaves in space. This tiny device that attaches to all makes and models of electronic devices that emit EMF, effectively eliminates the extremely harmful radiation before it can reach your body and cause permanent damage.

Countless studies have shown that prolonged exposure to EMF can cause Alzheimer's, infertility, miscarriages, elevated blood pressure, DNA damage, ALS, immune system disorders, headaches, fatigue, and other ailments. Still, we unknowingly expose ourselves to EMF every day when we use cell phones, cordless phones, laptops, PDA's and other devices that have become so common. But you don't have to take our word for it. Scientists across the globe have been warning us about the dangers for years. So, what is the solution? CTTG's Safe Cell Tab has been certified by independent labs to eradicate cancer-causing radiation from the dangerous, but necessary everyday tools of our lives.

But how can this make you rich? It's simple. Since CTTG has just launched its Safe Cell Tab marketing program and its technology is just coming to the forefront, the company's stock has not shot up yet, i.e. **You can still get in on the ground floor.** But not for long!! If this plays out like most expect it to, mobile phone makers could be the first major mass purchasers of CTTG's technology, potentially equipping every single new phone with a Safe Cell Tab very soon. With only 25 million shares issued and outstanding and the majority of those under restriction and held in the hands of company insiders, this stock may explode when the word gets out. That means there is no time to waste – this one is still below the institutional radar screen – but for how long?

There are already 630 MILLION mobile phones in the use worldwide today and that number is growing by 15-20% annually. Most cell phones in America are replaced every 12-18 months on average. That means that hundreds of millions of new phones must be manufactured every year in order to keep up with demand. And, if the cell phone industry adopts CTTG's technology – the only real option at this point to protect its users – those lucky enough to own CTTG stock before it skyrockets could become very, very wealthy.

How high can CTTG go? Could it experience a 100, 200 or even 500% increase in a year? Of course. All it takes is for the cellular industry to begin the adoption of the technology, and that could happen any day now. If you are tired of sitting on the sidelines, watching your investments grow by single digits or worse yet, losing money, now is the time to take action.

If you have received this fax in error & would like to be removed from our list permanently, please dial: 1 800 490 8656

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AMP 1580

LIFE / D1

How much do movie reviews really matter?

uch to blockbusters, but praise can
aller films such as "I ♥ Huckabees"



Barney
Brantingham
has the
scoop on
El Encanto
renovation
plan / A2

NEWS-PRESS

BER 2, 2004

Tuesday 2 November 2004

***** ELECTION 2004 *****

ON DAY: POLLS ARE OPEN FROM 7 A.M. - 8 P.M.

UP TO YOU...

WILL IT BE: KERRY OR BUSH?



AMP 1581

A4

SUNDAY 6 NOVEMBER 2004

SANTA BARBARA NEWS-PRESS

LOCAL

IN BRIEF

Infant inside stolen van found unharmed

SANTA MARIA A frantic father phoned police to report that his van had been stolen along with his infant son, authorities said Friday.

The 1992 Chevy Astro van, with Albert Cortez's 1½-year-old son inside, was stolen at about 5:40 a.m. Thursday from 323 W. Roschelle Lane, Santa Maria police said.

Police immediately began searching the neighborhood and found the van with the baby still inside a few blocks away at the 200 block of Battles Road. The infant was not hurt.

No arrests have been made.

—Hildy Medina

DART satellite launch delayed until Tuesday

VANDENBERG The launch of the DART satellite from Vandenberg Air Force Base has been rescheduled for Tuesday.

NASA officials bumped the launch a week ago because of contamination found in the rocket. It was delayed previously by storms in the area.

The Demonstration of Autonomous Rendezvous Technology spacecraft will be boosted into space aboard an Orbital Sciences Corp. Pegasus rocket. The rocket is not launched from a land-based pad but from underneath the wing of a modified L-1011 airplane. The aircraft will take off from Vandenberg around 9 a.m., and the rocket will be ignited about an hour later.

The unmanned DART is designed to test for the first time a satellite's ability to rendezvous with another spacecraft without any direct human intervention.

—Nora K. Wallace

Aggressive surfers should chill, group says

VENTURA Aggressive surfers are being asked to tone down the attitude.

Motivated by her teen daughter's confrontation with another surfer at popular Surfer's Point, Maggie Hood formed the parents group Surf Safety Alliance to bring a spirit of

camaraderie with less "surf rage" in the lineup.

"It would have been easy to go through the experience with my daughter and move on," Ms. Hood said. "But I look at it as a chance to make a difference. It's time to create a better surf experience for everybody."

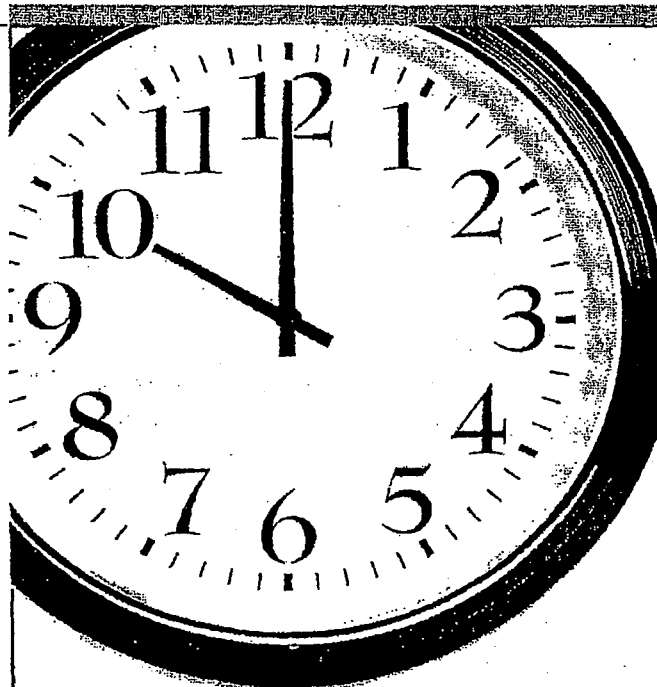
The alliance is kicking off a radio education campaign this weekend that asks surfers to be more understanding.

The campaign arrives in conjunction with a surfing conference today and Sunday at the Holiday Inn in Ventura by the Groundswell Society, a philanthropic and educational nonprofit that Longboard Magazine calls "surfing's new voice of conscience."

Groundswell Society co-founder Glenn Hening said most surfers are friendly and skilled, but there are a few frustrated surfers who make the sport treacherous and scary.

"The real problem today is not toxic conditions in the water, but toxic attitudes," Mr. Hening said. "Too many beginners have their surfing experience degraded because there is an unnecessary attitude in the water or too many aggressive surfers."

—Associated Press



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24

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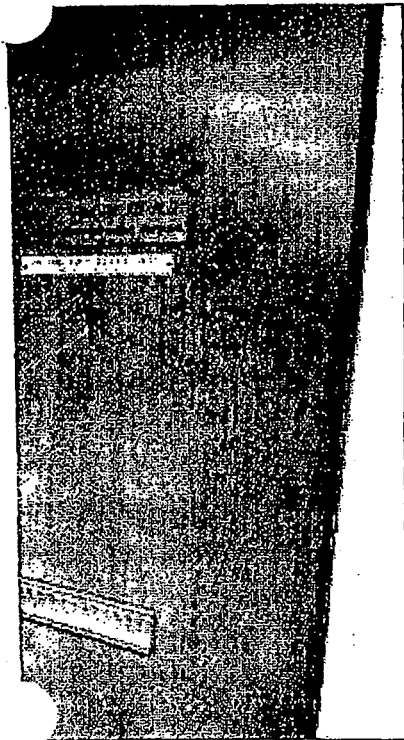
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EXTRA 10% OFF

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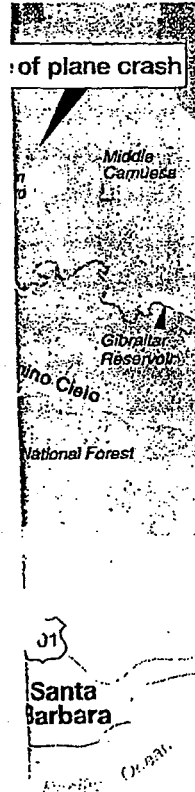
THE FRONT

FRIDAY, NOVEMBER 12, 2004



RAFAEL MALDONADO / NEWS-PRESS

Following news of the crash.



"He was a father before he had children. This is a huge loss to the community. ... My heart's broken."

Jan Ingram, manager of the Liberty Program, a local tattoo removal program that Dr. John

Malpractice suits plagued surgeon

■ PADILLA

Continued from Page A1

welcomed several of them into his home here.

"He was a father before he had children," said Jan Ingram, manager of the Liberty Program, a local tattoo removal program that Dr. Padilla helped found in the mid-1990s. "This is a huge loss to the community. ... My heart's broken."

Dr. Padilla told the News-Press in 1999, "if you have the ability to help someone and you don't, that's a sin."

While he was often in the news for his charitable work, he was also the target of malpractice lawsuits that made headlines.

John F. Padilla III was born in Cuba in 1954, the son of a Cuban man serving in the U.S. Army. Shortly after Fidel Castro seized power in 1959, the family fled to Miami, where Dr. Padilla grew up. He completed an undergraduate degree at Emory University in Atlanta, and he went on to receive a medical degree from Ross University School of Medicine in Dominica, West Indies. Upon returning to the United States, he did stints training in Washington, D.C., Virginia, New York and Miami. He had made several trips to Santa Barbara and, in 1993, put out the word that he would like to settle here.

In 1994, he joined Dr. Gunther Nagel's Santa Barbara practice, which he took over after Dr. Nagel retired in 1997.

Denise Longley, a friend and former patient of Dr. Padilla's, said, "He was more of an artist about his work than a physician."

She said that, after her surgery, he twice "came by my house to make sure I was OK. ... He had a lot of compassion and care."

That extended to offering his services for free — both for the indigent and poor here and overseas.

In 1994, Dr. Padilla performed facial surgery on a badly burned 8-year-old Guatemalan boy whom he had live with him for a year.

The next year, he received humanitarian awards from state and federal officials for his good deeds.

Dr. Padilla began the Liberty Program in 1996 offering tattoo removal

the St. Francis Hospital Foundation.

"He had a vision," Ms. Ingram said. "It's not just taking off a tattoo. This is changing their lives. It's teaching them they have other options." In 1998, he reconstructed the jaw of a Laotian man who had been shot in the face while helping U.S. troops in the Vietnam War. And, in 1999, he treated two ethnic Albanian teenagers wounded by errant NATO bombs during the Kosovo conflict. The children lived with him for three years. Last year, he took in and worked on a young girl from El Salvador whose scalp had been ripped off in a mill accident.

And Dr. Padilla recently offered to travel to Sudan to help a burned 12-year-old boy who was thrown into a bonfire by an Arab militia as part of an ethnic-cleansing campaign in the region.

David Nageotte, who assisted Dr. Padilla in his work for the Liberty Program and accompanied him on fishing trips, said his compassion was persuasive.

"Here really motivated people around him. You couldn't really say no to him. He was a role model in my life."

However, Dr. Padilla hit the headlines last year when two of his patients died after surgeries. A coroner's report concluded that one death was unrelated to the procedures Dr. Padilla performed, and state medical officials took no action. The cause of the other death was determined to be a blood clot.

Over the course of his Santa Barbara career, nine malpractice suits were filed against Dr. Padilla. Two were upheld in court, two went in his favor, three were settled out of court, and two are pending. He had been put on probation by the Medical Board of California for negligence relating to two breast augmentations he performed in the mid-1990s.

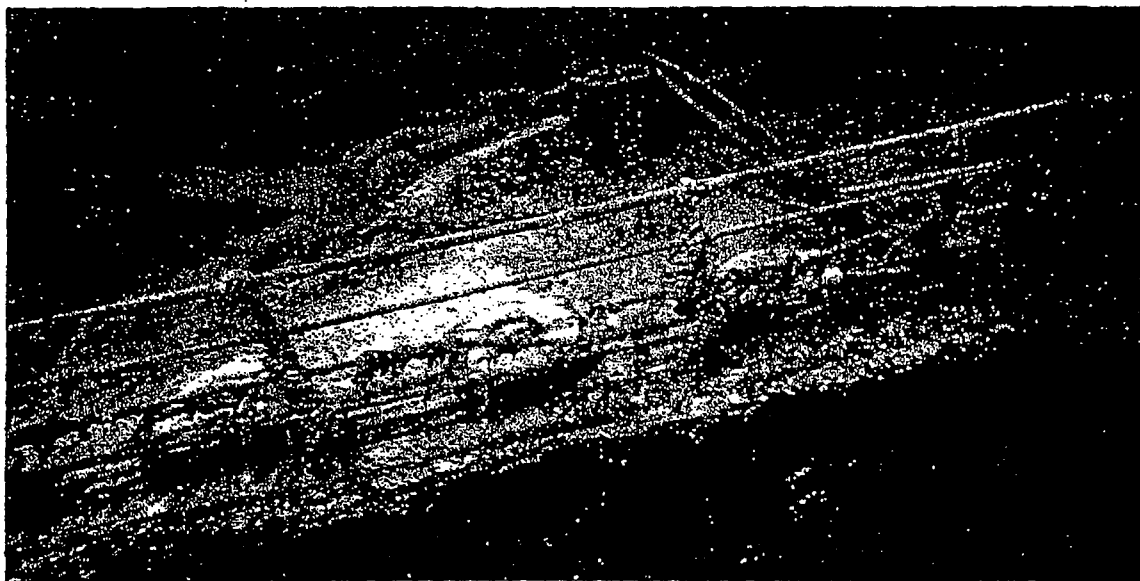
But colleagues and friends said the controversy pales in comparison with Dr. Padilla's charity here and abroad.

"I think he got a bad rap all the time," Ms. Longley said. "He did a tremendous amount of good."

Ms. Ingram said his compassion was as big as his smile. "When I close my eyes, I see him with that big grin. That's how I see John."

Dr. Padilla and his wife, Jill, and

AMP 1583



ASSOCIATED PRESS PHOTOS

An auxiliary anchor boom, at left, can be seen off the Titanic's port bow rail in this photo from the Archaeological Oceanography and Institute for Exploration / University of Rhode Island Graduate School of Oceanography.

Explorer laments damage done to Titanic's remains

By RANDOLPH E. SCHMID
ASSOCIATED PRESS

WASHINGTON, D.C. — The man who found the remains of the ocean liner Titanic nearly two decades ago has returned to the site and is lamenting the damage done by visitors and souvenir hunters.



Robert Ballard found the remains of the Titanic nearly two decades

Undersea explorer Robert Ballard discovered the wreckage of the famous vessel in 1985. He returned to the North Atlantic site this summer for the first time, using remotely controlled submersibles to get a look at the liner, which sank in 1912 after striking an iceberg.

What he found was serious damage to the ship caused by deep diving submarines that have visited the site



Bottles can be found among the ship's debris.

life of the Titanic," he said.

The battleship Arizona is preserved as a memorial at Pearl Harbor, Hawaii, where it was sunk in the Japanese attack that brought the United States into World War II.

Mr. Ballard does not expect a floating memorial above the Titanic, but he would like to see people respect the site.

To that end, he is working on an international treaty designating the ship an international monument.

Salvagers have taken coins, dinnerware, lamps, a compass, a ship's bell, rings, cuff links, broaches and other items from the debris field, Mr. Ballard reported. The debris field now is littered with refuse, piles of chain and bags of sand used as ballast by the submarines.

Mr. Ballard details his visit in a new book, "Return to Titanic: A New Look at the World's Most Famous Lost Ship," and an article in the upcoming December issue of National Geographic.

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ASSOCIATED PRESS PH

ally Monday for Yasser Arafat in the West Bank city of Ramallah, where the ailing Palestinian leader's
s are located. On Oct. 29, he and wife Suha, below, left to seek medical care in Paris.

TH: Top lieutenants may ed from leader's bedside

By STEVEN ERLANGER
and ELAINE SCIOLINO
THE NEW YORK TIMES

M—In a drama that had some elements of a Greek
me of a French farce, a confrontation was brewing
ver the comatose figure of Yasser Arafat between
wife and his likely political heirs.

Sophisticated, stylish and 34 years younger than
ary icon husband, has used French privacy laws
le of her husband's health a mystery to the world
the Palestinians who were closest to him, not to
ordinary people who claim him as the father of

r French officials, who requested anonymity
sensitivity of the situation, have said they are fed
meuvering. So are the Palestinian leaders trying
people calm and establish a legitimate line of
ir. Arafat, 75, who kept all positions of real power

land worried, senior Palestinian leaders arrived
nday night to find out for themselves the state of
lth. But as they scheduled meetings for today with
sident, Jacques Chirac, and the foreign minister,
r, it remained unclear whether they would be
:Mr. Arafat's bedside.

ians abruptly canceled and then rescheduled the
after Ms. Arafat accused them, in what she called
e Palestinian people" from Mr. Arafat's bedside,
her husband alive and take over his powers.
o realize the size of the conspiracy," she told



PROFILE: Suha Arafat resented as socialite by most Palestinian

By DON MELVIN
COX NEWS SERVICE

PARIS—Suha Arafat was born a Christian. She lives a wea
life. When violence escalated in the Gaza Strip and the West B
she was able to decamp to Paris, where she has lived and shog
ever since.

The gulf between her life and that of most Palestinians, ind
words, could hardly be greater. Many of them resent her de
Yet at a critical time in Palestinian history, the health care
of France have given her great leverage in the battle over who
succeed her husband, Yasser Arafat, as president of the P
tinian Authority and chairman of the PLO.

Ms. Arafat, 41, has not been close to her husband for years
When a new Palestinian rebellion broke out in 2000, she

Please see **HEALTH** on B8

Please see **PROFILE** on

ary leaders call for calm in v

SOMINI SENGUPTA
THE NEW YORK TIMES

d— French and Ivory Coast military
aled for calm on Monday afternoon in
nment supporters, whipped into a
f French tanks assembling near the
t Laurent Gbagbo, gathered by the
human shield around their leader's

fired in the air to disperse the crowds,
vered overhead, witnesses and news
m Abidjan said. For much of the day,
d government loyalists to protect the
nch action, angry mobs ran through
mat French citizens and anyone else

France took pains to point out that it had no intention
of deposing Mr. Gbagbo. The spokesman for the French
peacekeeping force in Ivory Coast, Col. Henri Aussavy,
insisted that his troops had not surrounded the presi-
dent's residence. "We have absolutely no tanks in front
of his residence," he said by telephone from Abidjan.

The spokesman for the U.N. peacekeeping mission in
Abidjan said that 750 foreigners, mostly French, were
taking shelter in the U.N. compound in the city. Hun-
dreds of others sought safety at the French military base.

By the end of the day, French and Ivorian military
officials said, some of the protesters had begun
streaming back home. But the streets were far from calm.

In New York, France pushed for swift action by the
U.N. Security Council to impose sanctions, including an



Please see **UNREST** on B2

AMP 1585

2005 SANTA BARBARA NEWS-PRESS READERSHIP SURVEY

Table 236: Q37b: REPORTERS WRITING ABOUT LOCAL POLITICS TEND TO PROJECT THEIR VIEWS
INSTEAD OF STAYING NEUTRAL.
Agreement with phrase describing News-Press.

[News-Press past week reader]

	GENDER		AGE				HOUSEHOLD INCOME					
	Total	MALE	FE- MALE	18- 34	35- 54	55+	LESS THAN \$35K	\$35K TO \$49K	\$50K TO \$74K	\$75K TO \$99K	\$100 OR MORE	\$75K OR MORE
Unweighted Base	422	187	235	73	137	212	84	52	84	68	134	202
Total Adults (x100)	1432	684	748	423	527	482	280	213	273	263	403	666
		48%	52%	30%	37%	34%	20%	15%	19%	18%	28%	47%
AGREE	912	463	449	289	315	298	161	146	181	158	266	424
	64%	68%	60%	71%	60%	62%	57%	69%	68%	60%	66%	64%
		51%	49%	33%	35%	33%	18%	16%	20%	17%	29%	47%
Strongly agree	429	236	193	99	167	164	58	66	89	73	144	217
	30%	35%	26%	23%	32%	34%	21%	31%	33%	28%	36%	33%
		55%	45%	23%	39%	38%	14%	15%	21%	17%	33%	51%
		++									+	
Somewhat agree	482	226	256	200	148	134	103	80	92	85	123	207
	34%	33%	34%	47%	28%	28%	37%	38%	34%	32%	30%	31%
		47%	53%	42%	31%	28%	21%	17%	19%	18%	25%	43%
				+++								
DISAGREE	426	187	239	124	154	149	100	52	75	92	108	200
	30%	27%	32%	29%	29%	31%	36%	24%	27%	35%	27%	30%
		44%	56%	29%	36%	35%	23%	12%	18%	22%	25%	47%
Somewhat disagree	252	84	167	72	94	86	54	35	37	59	66	125
	18%	12%	22%	17%	18%	18%	19%	17%	14%	22%	16%	19%
		34%	66%	29%	37%	34%	21%	14%	15%	24%	26%	50%
			+++									
Strongly disagree	174	102	72	51	60	63	45	16	37	33	42	75
	12%	15%	10%	12%	11%	13%	18%	8%	14%	13%	10%	11%
		59%	41%	29%	35%	38%	26%	9%	21%	19%	24%	43%
		+										
DON'T READ THE NEWS-PRESS	8	-	8	-	5	3	-	-	-	3	5	8
	1%	-	1%	-	1%	1%	-	-	-	1%	1%	1%
		-100%		-	60%	40%	-	-	-	40%	60%	100%
DON'T KNOW/REFUSED	86	34	52	-	54	33	20	15	17	10	24	34
	6%	5%	7%	-	10%	7%	7%	7%	6%	4%	6%	5%
		40%	60%	-	62%	38%	23%	18%	20%	12%	27%	39%
				+++								

AMP.MB01029

MORI Research

July 13, 2006

Travis Armstrong
Acting Publisher
Santa Barbara News-Press
715 Anacapa Street
Santa Barbara, California 93101

Dear Mr. Armstrong,

We, the newsroom employees of the Santa Barbara News-Press, can no longer remain silent about the intolerable conditions at the newspaper we love.

We respectfully request that you:

1. Restore journalism ethics to the Santa Barbara News-Press: implement and maintain a clear separation between the opinion/business side of the paper and the news-gathering side.
2. Invite back the six newsroom editors who recently resigned: Jerry Roberts, newsroom editor; George Foulsham, managing editor; Don Murphy, deputy managing editor; Jane Hulse, city editor; Michael Todd, business editor and Gerry Spratt, sports editor.
3. Negotiate a contract with newsroom employees governing our hours, wages, benefits and working conditions.
4. Recognize the Graphic Communications Conference of the International Brotherhood of Teamsters as our exclusive bargaining representative.

We look forward to discussing these issues further with you.

Thank you.

Subj: **SBCAN puff piece**
Date: 5/2/2005 2:46:52 PM Pacific Standard Time
From: tarmstrong@newspress.com
To: cole@ampersandsb.com

REDACTED

Wendy, Joe,

It was disappointing to read that strange puff piece on editorial-page-critic SBCAN in today's paper, especially in the context of the piece on Rob Lowe's group - a story that went out of it's way to get critics of the Homeowners Defense group.

I'm not sure how you can describe a group started by Pedro Nava and other connected players to be a "grass-roots" group - but it seems this was just another attempt by the reporter to counter what's on the opinion pages.

Also, the guy glowingly profiled to the ACTING director. The group is looking for a replacement. Why was there even a story? Imagine if Joe Armendariz left the Taxpayer's Assn; would there have been such as piece on an interim director?

At one point in the love fest, the story states that the acting director would "like to see SBCAN set concrete policy goals and craft solutions to the region's problems." If so, this isn't something that the writer should have framed in positive terms. The statement indicates the past lack of direction or ineffectiveness of the group - which the journalist should then examine.

Travis

AMP 45

Friday, June 29, 2007 America Online:

Nov 10 04 06:00p Jill Belcovson
THE EAGLES HAVE LANDED

BUS. 307. 0000

Page 1 of 4

FAK Lo
oe a
office

BARA
ESS
iress.com

very biased - only Nat'l Park Soc
of US Fish & Wildlife are quoted
no other point of view - no discussion
as to the disadvantages - she's become
like the reporter before her
a mouth piece Disgust.

What's New
Careers Santa Barbara
Local Business Review
The Michael Jackson
Case
Santa Barbara News-
Press Coupons
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Nation & World
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Business
Barney Brantingham
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Elected Representatives
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Education

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The Michael Jackson
Case
Ronald Reagan:
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Split Decision
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Local News

THE EAGLES HAVE LANDED

Chicks taken to Santa Cruz Island as part of
reintroduction program

7/24/04

By ANNA DAVISON

NEWS-PRESS STAFF WRITER.



They started life in
the treetops of Alaska,
but on Friday they
found themselves on
the foggy Southern
California coast.

And in a month or so,
10 bald eagles will be
free to soar over the
peaks and valleys of

Santa Cruz Island.

"This is prime real estate," said Dave Garcelon,
president of the Institute for Wildlife Studies, which
contracts with the National Park Service to perform the
introductions.

Bald eagles were once "all over the place" on the
Channel Islands, Mr. Garcelon said, until a few decades
ago, when the birds disappeared -- largely due to the
now-banned pesticide DDT, which made the eggshells
so thin the chicks never hatched. Now the birds are back
on the islands, thanks to a \$200,000-a-year
reintroduction program with funding from a 2000
settlement with the largest maker of DDT.

The reintroduction is one piece of a larger effort to
restore the islands' unique ecosystem, which was
ravaged by introduced plants and animals.



Classified
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Personals
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Careers Santa Barbara
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Home & Garden
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Woman Magazine Online
Youth Activity Guide

Entertainment
Scene Online
Art Scene
Restaurant Guide
Movies
Music Scene
Theater
Horoscope
Lottery
Santa Barbara County
Wine Guide
TV Listings
USA Weekend Online

<http://news.newspress.com/toplocal/072404eagles.htm?now=41449&ref=1>

Say, who?

7/28/2004

AMP 415

Nov 10 04 06:01p

Jill Belcovson

BUS. 307.0333

Page 2 of 7

Friday's newcomers -- all 2 months old or younger -- were taken from nests in Juneau, Alaska, last week. The chicks, which lack the characteristic white heads that develop after a few years, were flown to Ventura, blessed by Chumash elders, then loaded onto a boat for the trip to Santa Cruz.

"Eagles from Alaska, welcome to Santa Cruz Island," Mr. Garcelon said when the chicks were let out of their crates -- and one bolted under a truck.



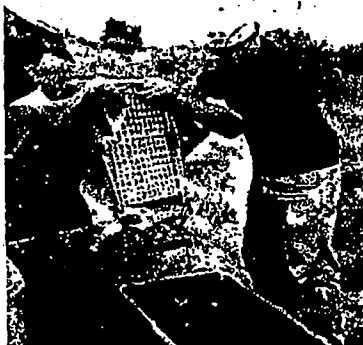
The birds were taken to two towers, each stocked with nest material and fresh salmon. Two older bald eagles from the captive breeding program at the San Francisco Zoo were already in residence.

The chicks will now have minimal human contact, save for deliveries of fresh fish and occasional meat from feral pigs that have torn up plants and archaeological sites.

huh?

In about a month, when the chicks get restless, biologists will open the doors of the tower so that when they're ready, the birds can take their first flights.

When they do, they'll join 14 bald eagles already on the island -- none more than a few years old. Those are the remaining birds of 23 released on Santa Cruz since 2002. Some perished, some flew to other islands, and others headed to the mainland.

How many?

Satellite transmitters have tracked other locally released birds flying through Idaho and Oregon.

As well as tracking the birds' movements, biologists are checking levels of DDT and PCBs -- industrial chemicals -- in their bodies.

<http://news.newspress.com/toplocal/072404eagles.htm?now=41449&tref=1>

7/28/2004

AMP 416

Nov 10 04 06:01p Jill Belcovson

805.964.6939

Page 5 of 7

Biologists will take blood and feathers from the newest chicks next week to check for the dangerous chemicals. At the same time, they'll vaccinate the birds against West Nile virus, which has now spread to California, and fit them with solar-powered radio transmitters. Other birds on the island will also be tested.

"There might be a decision not to release more birds if the 2002 birds have a high level of contamination," said Annie Little, a biologist with the U.S. Fish and Wildlife Service.

Dozens of bald eagles have already been reintroduced to Santa Catalina Island, but the toxic heritage of DDT lingers.

Southern California "seems to be one of the places that's still hot," Mr. Garcelon said.



Because there's still enough of the chemical in the environment to make eagles' eggs thin, biologists remove eggs laid on Santa Catalina Island and take them to San Francisco Zoo for specialized care.

Nonetheless, "the bald eagle has really made a comeback" throughout California, Mr. Garcelon said.

The bald eagles that have returned to the Channel Islands are more than just a symbol of the area's wild heritage. They could be the savior of another imperiled species, the Channel Island fox.

Fox populations on several of the islands have been decimated over the past 20 years, largely because they've been gobbled up by golden eagles that have colonized the islands since the bald eagles left.

only a few
fetched
theory
sup like?

Biologists hope that the bald eagles, which are territorial birds, will drive out the golden ones. Because the bald eagles prey on fish rather than foxes, the scientists believe this should give the foxes, which were classified as an endangered species earlier this year, a better chance of survival.

from where?



"The bald eagle was the dominant predator

<http://news.newspress.com/toplocal/072404eagles.htm?now=41449&tref=1>

7/28/2004

AMP 417

Nov 10 04 06:01p Jill Belcovsan

803.567.8333

Page 4 of 4

out here and we lost it," said Mr. Garcelon. Now, officials hope the birds can claw their way back.

SPENCER MARLEY / NEWS-PRESS PHOTOS

Ten bald eagle chicks from Alaska, including the one above, were moved to Santa Cruz Island as part of a reintroduction program. Below, biologist Peter Sharpe carries a bald eagle onto a boat bound for the island on Friday.

(Click here to view a graphic that illustrates Channel Islands, two eagles and a fox.)

This bald eagle, hatched as part of a captive breeding program at San Francisco Zoo, will soon be released onto Santa Cruz Island. The eagle reintroduction program is part of a larger effort to restore the ecosystem.

Dave Rempel, left, a biologist with the Institute for Wildlife Studies, helps Dave Garcelon, president of the institute, open a crate containing two bald eagle chicks that will be free to soar across Santa Cruz Island in another month or so. Above, Mr. Garcelon carries one of the chicks up to a tower on the island, one of two that are stocked with nest material and fresh salmon.

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<http://news.newspress.com/toplocal/072404eagles.htm?now=41449&tref=1>

7/28/2004

AMP 418

ENTERED
11/23/2016

Santa Barbara News-Press

Performance Evaluation

Employee Information

Michael Moriatis

Employee Name

Photography

Department

Staff-Photographer

Job Title

Date Started Present Job

Date Started with SBNP

Date Last Review

Date Next Review

(Two Levels of Approval Required)	
Immediate Supervisor's Signature	Date 1-4-08
Department Head's Signature	Date 1-16-07
HR Department Signature	Date
Publisher's Signature	Date

Copies: ☐ Employee ☐ Supervisor ☐ HR Department ☐ Publisher's Office

☐

Job Description Reviewed

☐

Changes made since last review

☐

No changes necessary

SB News-Press Performance Review...

Performance Management plays a key role in helping the Santa Barbara News-Press fulfill its future goals. The Performance Management System is designed to provide you with constructive feedback on your performance and assist you with maximizing your productivity. The program is a comprehensive managerial process for developing an environment that enables each employee to reach his/her potential in pursuit of organizational objectives.

After you and your supervisor discuss your performance, the evaluation form will be returned to you for your signature to confirm that a discussion took place. You may, if you wish, enter additional comments of your own. A copy of the completed form, with your comments (if any), will be given to you and the original will be on file in the Human Resources Department.

Additional information regarding the Performance Management System can be found in your Employee Handbook.

Standards

Discuss strengths and weaknesses for the performance of the following standards using the scale below:

- 5 Always excels or exceeds standards.
- 4 Consistently meets standards.
- 3 Generally meets standards. Improvement possible.
- 2 Meets standards sometimes. Improvement needed.
- 1 Does not meet standards. Improvement required.

1. Knowledge of the job. Consider job-specific criteria in addition to the following:

Demonstrates proficiency in the technical skills required of job. Exhibits ability to solve problems creatively and efficiently. Examines options and makes decisions in a timely manner. Considers relationship of own work to others in the department and the rest of the newspaper. Interacts with members of the team, department and organization effectively. Applies experience from successes and mistakes to improve performance. Demonstrates ability to motivate and develop a team through example and challenge (supervisors).

Rating

4

Comments:

Michael's work has improved in the last year. His sports cat images have been improving with each assignment. He solves problems with photo assignments using the internet to find address, times and more information give by reports on photo request forums. He works well line the newsroom with other photographer, reports, copy editor and interns. He loves to cover braking news at all hours of the day on or off his shift.

2. Use of time and resources. Consider job-specific criteria in addition to the following:

Manages time effectively. Organizes work logically and systematically. When necessary adjusts priorities appropriately. Meets deadlines consistently. Follows through on assigned tasks. Uses available resources effectively. Is able to anticipate problems and has contingency plans in place. Considers impact on budget when making decisions (non-supervisors). Demonstrates ability to control costs and meet budgetary goals (supervisors).

Rating

5

Comments:

Michael manages his effectively. Organizes his work where I can find it if need be. He will adjust & priorities appropriately. He meets deadlines consistently. He uses his veteran photographers with experience on right ways to cover an assignment. He always asking questions. He has puchased and uses all of his own photographic, computer and GPS navigation equipment to complete his New-Press assignments, which allows him to sent photos to News-Press from most any location. He has sent us photos from San Diego while on Navy Reserve Duty.

3. Accuracy/quality of work. Consider job-specific criteria in addition to the following:

Produces accurate work according to instructions. Improves work based on feedback. Strives to continually improve the newspaper.

Rating 3.5
Comments:

Michael makes great efforts to shoot accurate photos that fairly portray his subjects. He's the model for captioning photos. He could step back more showing a wider view of the scene and background, which would give the view more information about the story. More selections and angles to photo for possible picture package use or follow up story.

4. Productivity/volume of work. Consider job-specific criteria in addition to the following:

Generates an acceptable volume of work. Works independently with appropriate level of supervision. Is able to learn new procedures and systems at an acceptable pace.

Rating 3.5
Comments:

Michael is able to do his job with a minimum of supervision expects on assignments he hasn't covered for the News-Press before. He is able to use his own equipment from any location to process and transmit photos, allowing reduced travel time and cost and increased productivity.

5. Communication. Consider job-specific criteria in addition to the following:

Expresses thoughts clearly when speaking and writing. Listens attentively and seeks clarity when needed. Provides timely information to team members, supervisors and other departments about ongoing projects. Demonstrates courtesy when communicating with the public and co-workers. Recognizes when tenacity is helpful and when it is time to accept a supervisor's decision. Addresses personnel issues quickly to achieve resolution (supervisors).

Rating 4
Comments:

Michael works to understand needs of editors, reports, and subjects he's photographing. He sometimes calls his subject before the assignment to better understand what story is about work them better into his day. He is interested in most things he comes into contact with. He isn't afraid to ask hard questions of sources but is respectful at all time.

6. Initiative. Consider job-specific criteria in addition to the following:

Recommends ways to improve the flow of work and processes. Demonstrates innovation and looks for opportunities to improve the quality of the newspaper. Initiates requests for new assignments and offers to help others. Takes appropriate follow-up actions. Delivers more than the minimum required.

Rating

4

Comments:

Michael has offered to shoot concerts and sporting event on his days off and to travel out of the county using he's own vacation time in order to photograph doctor of SEE International.

7. Professionalism. Consider job-specific criteria in addition to the following:

Arrives punctually for work and meetings. Comes prepared for the task at hand. Remains calm in stressful situations. Demonstrates the highest ethical standards.

Rating

4

Comments:

He is willing to let go of issues that don't go his way and shows patience with the process even when he needs to add or take a photo we need as the story evolves. He represents the News-Press well in the community. By the number of reprint orders we sell of Michael's work the community wants his picture enough to pay for them making revenue for the News-Press.

8. Procedures, guidelines & goals. Consider job-specific criteria in addition to the following:

Follows department and company procedures in a timely manner. Demonstrates knowledge of company goals and strives to achieve them. Promotes new policies and procedures to support company goals. Uses good judgement regarding safety. Is able to set clear goals, delegates effectively and establishes accountability (supervisors).

Rating

4

Comments:

Michael consistently makes his daily photos available for editors to review at the 2:30 news meeting. He gets photo proofs into the hands of reporters so they can write captions.

Future Performance Objectives

(Describe 1 - 3 mutually developed objectives.)

1. Objective:

2. Objective:

3. Objective:

Overall Performance

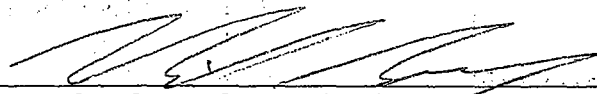
Considering the performance of the Standards calculate the employee's overall job effectiveness as you see it.

Calculate the average of the performance standards by adding them and dividing by 8.

4

Employee Comments (Optional)

Employee's Signature



Date

Jan 7, 07

(Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)

SBNP/revised- June 2004

ENTERED
0/23/2008

Santa Barbara News-Press

Performance Evaluation

Employee Information

Steve Malone

Employee Name

Photography

Department

Staff-Photographer

Job Title

Date Started Present Job

Date Started with SBNP

Date Last Review

Date Next Review

(Two Levels of Approval Required)	
Immediate Supervisor's Signature	Date
Department Head's Signature	Date
HR Department Signature	Date
Publisher's Signature	Date

Copies: ☐ Employee ☐ Supervisor ☐ HR Department ☐ Publisher's Office

☐

Job Description Reviewed

☐

Changes made since last review

☐

No changes necessary

SB News-Press Performance Review...

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Additional information regarding the Performance Management System can be found in the Human Resources Employee Handbook.

Standards

Discuss strengths and weaknesses for the performance of the following standards using the scale below:

- 5** Always excels or exceeds standards.
- 4** Consistently meets standards.
- 3** Generally meets standards. Improvement possible.
- 2** Meets standards sometimes. Improvement needed.
- 1** Does not meet standards. Improvement required.

1. Knowledge of the job. Consider job-specific criteria in addition to the following:

Demonstrates proficiency in the technical skills required of job. Exhibits ability to solve problems creatively and efficiently. Examines options and makes decisions in a timely manner. Considers relationship of own work to others in the department and the rest of the newspaper. Interacts with members of the team, department and organization effectively. Applies experience from successes and mistakes to improve performance. Demonstrates ability to motivate and develop a team through example and challenge (supervisors).

Rating 5
Comments:

Steve demonstrates proficiency in the technical skills required of job. He's skill in lessening to scanner traffic to determine if the call is worth rolling saves time. He willing to get the opinion from other team members in selecting a picture to go with story. He is the model in covering spot news by being at the right place and time of major story. The State Street gang stabbing was the big story so far this year.

2. Use of time and resources. Consider job-specific criteria in addition to the following:

Manages time effectively. Organizes work logically and systematically. When necessary adjusts priorities appropriately. Meets deadlines consistently. Follows through on assigned tasks. Uses available resources effectively. Is able to anticipate problems and has contingency plans in place. Considers impact on budget when making decisions (non-supervisors). Demonstrates ability to control costs and meet budgetary goals (supervisors).

Rating 4
Comments:

Steve could take fewer images per assignment allowing him to have pictures caption for 2:30 editors meeting. His laptop computer has been older and often times the OSX his captioning speed will improved, as well as, having the capability to upload photos from the field reducing travel time.

3. Accuracy/quality of work. Consider job-specific criteria in addition to the following:

Produces accurate work according to instructions. Improves work based on feedback. Strives to continually improve the newspaper.

Rating 3.7
Comments:

Steve makes great efforts to shoot accurate photos that fairly portray his subjects and more than willing to reshoot. He's more accurate in telling the story in his pictures than he knows by taking the image but don't add it to his selection.

4. Productivity/volume of work. Consider job-specific criteria in addition to the following:

Generates an acceptable volume of work. Works independently with appropriate level of supervision. Is able to learn new procedures and systems at an acceptable pace.

Rating 3.5
Comments:

Steve is able to do his job with a minimum of supervision because more than 35 years with the News-Press. He uses his own camera, flash and scanner equipment take his photos. He is the only photographer on staff that can not transmit photo to the News-Press from the field because of not have a laptop. With the laptop he could process and transmit photos, allowing reduced travel time and cost and increased productivity.

5. Communication. Consider job-specific criteria in addition to the following:

Expresses thoughts clearly when speaking and writing. Listens attentively and seeks clarity when needed. Provides timely information to team members, supervisors and other departments about ongoing projects. Demonstrates courtesy when communicating with the public and co-workers. Recognizes when tenacity is helpful and when it is time to accept a supervisor's decision. Addresses personnel issues quickly to achieve resolution (supervisors).

Rating 5
Comments:

Steve understands needs of editors, reports, and subjects he's photographing. He is interested in everything he comes into contact with. He isn't afraid to ask hard questions of sources but is respectful at all time.

6. Initiative. Consider job-specific criteria in addition to the following:

Recommends ways to improve the flow of work and processes. Demonstrates innovation and looks for opportunities to improve the quality of the newspaper. Initiates requests for new assignments and offers to help others. Takes appropriate follow-up actions. Delivers more than the minimum required.

Rating

5

Comments:

Steve volunteers to should any assignment that don't create overtime. He always want to improve on his photographs by going but for a different time of day or lighting. He offer to take shoots assigned to other allowing them more time between shoots. Always delivers more images than we can use. Steve is the hardest worker in the department.

7. Professionalism. Consider job-specific criteria in addition to the following:

Arrives punctually for work and meetings. Comes prepared for the task at hand. Remains calm in stressful situations. Demonstrates the highest ethical standards.

Rating

5

Comments:

Steve even when the stress is high, he is a professional. He has the respect of his colleagues, reporters and community speaks highly of him. If a 6 was possible, he'd deserve it.

8. Procedures, guidelines & goals. Consider job-specific criteria in addition to the following:

Follows department and company procedures in a timely manner. Demonstrates knowledge of company goals and strives to achieve them. Promotes new policies and procedures to support company goals. Uses good judgement regarding safety. Is able to set clear goals, delegates effectively and establishes accountability (supervisors).

Rating

5

Comments:

Steve is the best in photo in following department and company procedures in a timely manner. Demonstrates knowledge of News-Press goals and strives to achieve them. Uses good judgement regarding safety.

Future Performance Objectives

(Describe 1 - 3 mutually developed objectives.)

1. Objective:

2. Objective:

3. Objective:

Overall Performance

Considering the performance of the Standards calculate the employee's overall job effectiveness as you see it.

Calculate the average of the performance standards by adding them and dividing by 8.

Employee's overall job effectiveness as you see it.

4.52

Employee Comments (Optional)

Employee's Signature

Date

(Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)

SBNP/revised- June 2004

ENTERED
01/23/2008

Santa Barbara News-Press

Performance Evaluation

Employee Information

Mike Eliason

Employee Name

Photography

Department

Staff-Photographer

Job Title

Date Started Present Job

Date Started with SBNP

Date Last Review

Date Next Review

(Two Levels of Approval Required)	
Immediate Supervisor's Signature	Date
Department Head's Signature	Date
HR Department Signature	Date
Publisher's Signature	Date

Copies: ☐ Employee ☐ Supervisor ☐ HR Department ☐ Publisher's Office

☐

Job Description Reviewed

☐

Changes made since last review

☐

No changes necessary

SB News-Press Performance Review...

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- 4 Consistently meets standards.
- 3 Generally meets standards. Improvement possible.
- 2 Meets standards sometimes. Improvement needed.
- 1 Does not meet standards. Improvement required.

1. Knowledge of the job. Consider job-specific criteria in addition to the following:

Demonstrates proficiency in the technical skills required of job. Exhibits ability to solve problems creatively and efficiently. Examines options and makes decisions in a timely manner. Considers relationship of own work to others in the department and the rest of the newspaper. Interacts with members of the team, department and organization effectively. Applies experience from successes and mistakes to improve performance. Demonstrates ability to motivate and develop a team through example and challenge (supervisors).

Rating 4
Comments: _____

Mike demonstrates proficiency in the technical skills required of job. Once a week Mike teaches photography to students at Santa Barbara City College. He examines options and makes decisions in a timely manner. Applies experience from successes and mistakes to improve performance.

2. Use of time and resources. Consider job-specific criteria in addition to the following:

Manages time effectively. Organizes work logically and systematically. When necessary adjusts priorities appropriately. Meets deadlines consistently. Follows through on assigned tasks. Uses available resources effectively. Is able to anticipate problems and has contingency plans in place. Considers impact on budget when making decisions (non-supervisors). Demonstrates ability to control costs and meet budgetary goals (supervisors).

Rating 4
Comments: _____

Mike's work for Valley Living, Picture This, a weekly 6 picture package, he started on his own. He finds on his own location around the county with interesting angles and light, keeps our reading looking forward to the next location. He has a very strong understanding of light making his pictures jump off the page.

3. Accuracy/quality of work. Consider job-specific criteria in addition to the following:

Produces accurate work according to instructions. Improves work based on feedback. Strives to continually improve the newspaper.

Rating 3.5
Comments:

Mike makes great efforts to shoot accurate photos that fairly portray his subjects. He could give me more of a selections photo for possible multi picture package or jump photo. He exhibits ability to solve problems most of the time, but gets frustrated sometimes when Life editor request changes to his photo illustrations.

4. Productivity/volume of work. Consider job-specific criteria in addition to the following:

Generates an acceptable volume of work. Works independently with appropriate level of supervision. Is able to learn new procedures and systems at an acceptable pace.

Rating 5
Comments:

Mike ask for a heavier work load of assignment daily and transmits them from the field meeting all deadlines with a minimum of supervision processing and transmit photos, allowing reduced travel time and cost and increased productivity.

5. Communication. Consider job-specific criteria in addition to the following:

Expresses thoughts clearly when speaking and writing. Listens attentively and seeks clarity when needed. Provides timely information to team members, supervisors and other departments about ongoing projects. Demonstrates courtesy when communicating with the public and co-workers. Recognizes when tenacity is helpful and when it is time to accept a supervisor's decision. Addresses personnel issues quickly to achieve resolution (supervisors).

Rating 4
Comments:

Mike works to understand needs of editors, reports, and subjects he's photographing making phone calls before shooting the assignment. He is interested in most things he comes into contact with. He isn't afraid to ask hard questions of sources but is respectful at all time.

6. Initiative. Consider job-specific criteria in addition to the following:

Recommends ways to improve the flow of work and processes. Demonstrates innovation and looks for opportunities to improve the quality of the newspaper. Initiates requests for new assignments and offers to help others. Takes appropriate follow-up actions. Delivers more than the minimum required.

Rating

4

Comments:

Mike is willing to do overtime in order cover assignment when freelancers are unavailable specially in the north county even on weekends. He isn't afraid to take on new challenges. He has been great resource in training inters and answering questions. He cover for me photo desk when I'm on vacation as well while still shooting assignment.

7. Professionalism. Consider job-specific criteria in addition to the following:

Arrives punctually for work and meetings. Comes prepared for the task at hand. Remains calm in stressful situations. Demonstrates the highest ethical standards.

Rating

4

Comments:

He is willing to let go of issues that don't go his way and shows patience with the process even when he needs to add or take a photo we need as the story evolves. He represents the News-Press well in the community. This summer Mike volunteers show out door movies for children in Hans Christian Anderson Park in Solvang. By the number of reprint orders will sell of Mike's work the community wants his picture enough to pay for them making revenue for the News-Press.

8. Procedures, guidelines & goals. Consider job-specific criteria in addition to the following:

Follows department and company procedures in a timely manner. Demonstrates knowledge of company goals and strives to achieve them. Promotes new policies and procedures to support company goals. Uses good judgement regarding safety. Is able to set clear goals, delegates effectively and establishes accountability (supervisors).

Rating

4

Comments:

Mike consistently makes his daily photos available for editors to review at the 2:30 news meeting. When wild art is request even late in the day Mike will come up with a picture.

Future Performance Objectives

(Describe 1 - 3 mutually developed objectives.)

1. Objective:

2. Objective:

3. Objective:

Overall Performance

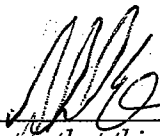
Considering the performance of the Standards calculate the employee's overall job effectiveness as you see it.

Calculate the average of the performance standards by adding them and dividing by 8.

4.06

Employee Comments (Optional)

Employee's Signature



Date

1-2-08

(Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)

SBNP/revised- June 2004

JDA0786

RESP 1045
Page 6 of 6

Respondent's
Rejected
EXHIBITS
NATIONAL LABOR RELATIONS
BOARD

Case Nos. 31-CA-28589, 31-CA-28661, 31-CA-28667, 31-CA-28700,
31-CA-28733, 31-CA-28734, 31-CA-28738, 31-CA-28799,
31-CA-28889, 31-CA-28890, 31-CA-28944, 31-CA-29032,
31-CA-29076, 31-CA-29099, 31-CA-29124

In the Matter of:

AMPERSAND PUBLISHING, LLC, d/b/a SANTA BARBARA
NEWS-PRESS,

Respondent,

and

GRAPHIC COMMUNICATIONS CONFERENCE, INTERNATIONAL
BROTHERHOOD OF TEAMSTERS,

Charging Party.

Place: Santa Barbara, California

Date: July 7-15, 2009

JDA0787

#	Date	Request(s)	Response(s)	Total Response Time	Charge Filed?
1	10/22/2007	Union's 59 Point Information Request (GC 15)	The next day, 10/23/07, SBNP Acknowledges of Receipt of Union's Request (GC 16). On 11/9/07, SBNP Provides a response (GC 19). Additionally, on 11/13/07, SBNP provides more documents responsive to 59 point request.	22 Days	No
2	11/13/2007	Union requests information re: employees from temp agencies	The next day, 11/14/07, SBNP gives list of employees from temp agencies at bargaining session.	1 Day	No
3	11/14/2007	Caruso verbally requests the exact ending date for the year-to-date 2007 wage information be provided.	On 2/15/08, SBNP presents document in response (RESP 891).	60 Days	No
4	11/16/2007	Gottlieb requests additional information re: employees from temp agencies	On 1/23/08, SBNP Provides Supplemental Information Concerning Temporary Employees (GC 39).	67 Days	Yes
5	12/3/2007	Union Information Request Re: Temporary Employees (GC 29)	On 1/30/08, SBNP Again gives Union List of Temporary Employees with an update (GC 40).	68 Days	Yes
6	12/4/2007	Union Information Request Re: Bonuses and wage increases (GC 30)	On 12/10/08, SBNP acknowledges letter, will respond after 12/14/08 (GC 31). On 1/22/08, SBNP provides 2007 bonus information (GC 37). On 1/23/08, SBNP provides wage increase information (GC 38).	49 Days	No
7	2/13/2008	Caruso verbally requests summary plan description of long-term disability plan	The next day, 2/14/08, SBNP provides a copy (RESP 895).	1 Day	No
8	2/14/2008	Caruso verbally requests examples of ads placed by employees for a discount	On 2/15/08, SBNP presents document in response (RESP 893).	1 Day	No

JDA0788

RECEIVED

9	2/21/2008	Union Request (dated 2/18/08) Re: Hours and Earnings (RESP 427, GC 42).	2/25/08, SBNP acknowledges the request and communicates that it's working on it (GC 43). On 2/26/08, SBNP provides response (RESP 251).	5 Days	No
10	2/27/2008	Caruso verbally requests summary plan description for vision care.	On 4/2/08, SBNP provides a document in response (RESP 1032).	35 Days	No
11	2/27/2008	Caruso verbally requests a full list of computer equipment.	On 4/2/08, SBNP provides a list (RESP 894).	35 Days	No
12	2/27/2008	Caruso verbally requests SBNP supplement RESP 251 with hours worked	On 4/2/08, SBNP provides a response (RESP 258).	35 Days	No
13	4/23/2008	Information Request Re: Procedure for Work Assignments; Lyn Ward; Arbitration (GC 51)	On 5/9/08, SBNP responds (GC 54).	17 Days	No
14	5/23/2008	Union Information Request Re: Hours and Earnings; Robert Eringer (GC 58).	On 6/11/08, SBNP responds in writing (GC 66) noting that SBNP had already provided on 4/2/2008 (RESP 258); Encloses Fort Myers News-Press Contract.	19 Days	No
15	7/10/2008	Verbal Union Information Request Re: Employee Roster	The next day, 7/11/08, SBNP provides response (RESP 544).	1 Day	No
16	7/11/2008	Verbal Union Request for Modification of RESP 258, seeking hours to be broken down into straight time and overtime.	SBNP Responds on 9/3/08 (GC 411).	53 Days	No
17	8/6/2008	Standing Information Request Re: Employee Status (GC 75)	10/22/08, SBNP responds (GC 420).	77 Days	Yes
18	9/9/2008	Standing Information Request Re: Employee Status (GC 84)	On 10/24/08, SBNP Replies to Union's Request (GC 89).	45 Days	Yes

JDA0789

19	12/1/2008	Information Request of Employee Status (GC 96).	On 12/12/08, SBNP responds to 12/1/08 & 12/4/08 letters, saying a response will come by 12/19 (GC 101). On 12/19, SBNP Reponds (GC 103)	18 Days	No
20	12/4/2008	On 12/4/08, Information Request Re: One Story Per Day (GC 99).	On 12/12/08, SBNP responds to 12/1/08 & 12/4/08 letters, saying a response will come by 12/19 (GC 101). On 12/19, SBNP Reponds (GC 103).	15 Days	No
21	12/11/2008	Caruso follows up his 12/1/08 & 12/4/08 requests (GC 100).	On 12/12/08, SBNP responds to 12/1/08 & 12/4/08 letters, saying a response will come by 12/19 (GC 101). On 12/19, SBNP Reponds (GC 103)	8 Days	No
22	1/6/2008	Caruso Request Concerning Kathy Pauls and Marci Wormser (GC 108)	On 1/14/09, SBNP Responds (GC 109); On 2/25/09, Wormser status is updated (GC 441).	8 Days	No
23	1/14/2009; 1/26/2009	Caruso verbally generally asks about Mineards in negotiation; Written Information Request Re: Mineards (GC 112)	On 2/9/2009, SBNP Responds to Request Re: Mineards (GC 113)	14 Days	Yes
24	2/13/2009	Information Request Re: Employment Status Changes (GC 115)	Ten Days Later, on 2/23/09, SBNP Reponds to Request (GC 116); 2/25/09 SBNP updates 2/23/09 letter with respect to Frank Newton (GC 441).	10 Days	No
25	2/25/2009	Caruso verbal request Concerning Angel Pacheco starting pay	On 2/26/09, SBNP responds (GC 444).	1 Day	No
26	3/11/2009	Request for Information on DeWitt Smith & Geroge Gelles (GC 120)	On 4/20/09, SBNP Responds to Request Re: DeWitt Smith & George Gelles (GC 122)	40 Days	No

JDA0790

***Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

Name MARILYN McMAHON

Pay

06/14/08

F

005210

McMahon, Marilyn
H

Dept. _____

Dept.

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Approved

Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

6/26/2008

F

005210

McMahon, Marilyn

H

Name MARILYN MCMAHON

Dept. _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments _____

Employee Signature Marilyn McMahonApproved [Signature]

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

07/12/08

F

005210

McMahon, Marilyn
HName Marilyn McMahonPay Period Ending 7/11/08

Dept. _____ Dept. # _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8			32		8	8	8		8		32	64
Vacation																	
Sick																	
Holiday						8											8
Other												8					8

Comments UNION NEGOTIATIONS

Employee Signature

Marilyn McMahon

Approved

cd

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

Name MARILYN McMAHON

07/26/08

F

005210

McMahon, Marilyn
H

Dept. _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments _____

Employee Signature

Marilyn McMahon

Approved

[Signature]

***Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

08/09/08

F

005210

McMahon, Marilyn

H

Name Marilyn McMahon

Dept. _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments _____

Employee Signature Marilyn McMahon

Approved [Signature]

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

Name MARILYN McMAHON

08/23/08

F

005210

McMahon, Marilyn
H

Dept. _____

Dept. _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments _____

Employee Signature

Marilyn McMahon

Approved

[Signature]

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

Name Marilyn McMahon

Dept. _____

09/06/08

F

005210

McMahon, Marilyn

H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40									40
Vacation											8	8	8	8			32
Sick																	
Holiday										8							8
Other																	

Comments _____

Employee Signature

Marilyn McMahon

Approved

Cef

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

09/20/08

F

005210

McMahon, Marilyn
H

Name Marilyn McMahon

Dept. _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Marilyn McMahon

Approved

CJ

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

10/04/08

F

005210

McMahon, Marilyn
H

Name

MARILYN McMAHON

Dept.

Dept.

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		39	86 72
Vacation																	
Sick														8		8	8
Holiday																	
Other																	

Comments

Employee Signature

Marilyn McMahon

Approved

[Signature]

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

Name Marilyn McMahon Pay Period Ending 10/4/08

Dept. News Dept. # _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8			32	72
Vacation																	
Sick														8		8	8
Holiday																	
Other																	

Comments

Employee Signature _____

Approved ly

N De La Mora

From: Marilyn McMahon [mmcmahon@newspress.com]
Sent: Monday, October 06, 2008 10:12 AM
To: ndelamora@newspress.com
Subject: FW: time card

Noemi,

I filled out a time card on Thursday afternoon and left it in the rack by Kathy Paul's office where it says completed time cards.

Will you please change Friday to a sick day.

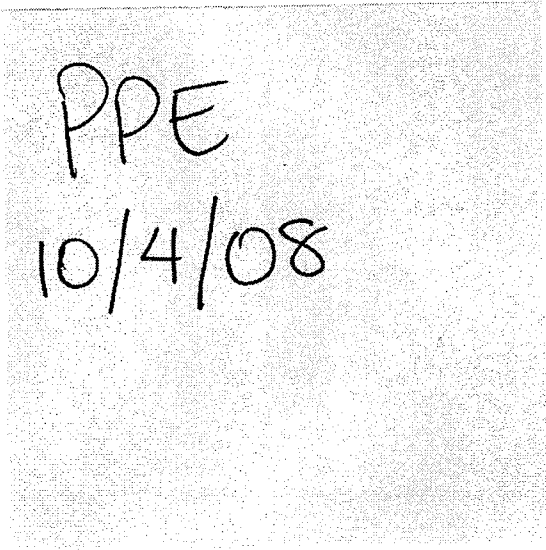
Call me at 110 if you have questions.

From: Charlotte Boechler <cboechler@newspress.com>
Date: Fri, 03 Oct 2008 14:26:01 -0700
To: marilyn mcmahon <mmcmahon@newspress.com>
Subject: time card

I filled out a time card for you; if you're in Monday, please see Naomi on the second floor and sign it.

Thanks!

Charlotte



PPE
10/4/08

Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

10/18/08

F

005210

McMahon, Marilyn
H

Name

Marilyn McMahon

Pi

Dept.

De

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Marilyn McMahon

Approved

Cy [Signature]

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

Name Marilyn McMahon

Dept. _____

11/01/08

F

005210

McMahon, Marilyn
H

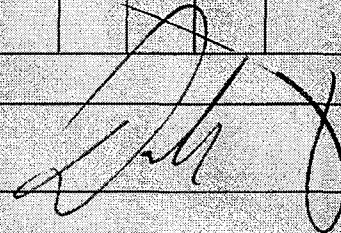
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments _____

Employee Signature

Marilyn McMahon

Approved



Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

11/15/08

F

005210

McMahon, Marilyn
H

Name MARILYN McMAHON

Dept. _____

Dept. _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8		8	8		32		8	8	8	8	X		32 32	64
Vacation														X			X
Sick														8			8
Holiday																	
Other				8h													(8)

Comments (1) UNION NEGOTIATIONS - FORGOT TO NOTE ON 11/1/08 CARD

Employee Signature Marilyn McMahon

Approved [Signature]

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

11/29/08

F

005210

McMahon, Marilyn

H



Name Marilyn McMahon

Dept. News

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	6	7	8	8		31	61
Vacation										2	1	1	8			11	11
Sick																	
Holiday												8				8	8
Other																	

Comments

* Changes were made by CB (Marilyn was off a day + forgot holiday)

Employee Signature

Marilyn McMahon

Approved

[Signature]

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIME CARD



12/13/08

005210

McMahon, Marilyn

F

H

Name MARILYN McMAHONPay Period Ending 12/13/08Dept. News

Dept # _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	7		39									39
Vacation						1		1		8	8	8	8	8		40	41
Sick																	
Holiday																	
Other																	

Comments _____

Employee Signature

Marilyn McMahon

Approved

[Signature]

***Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

12/27/08

F

005210

McMahon, Marilyn

H

Name MARILYN McMAHON

Pa

Dept.

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked																	
Vacation		8	8	8	8	8		40		8	8	8		8		32	72
Sick																	
Holiday													8				8
Other																	

Comments

Employee Signature

Approved

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

01/10/09

F

005210

McMahon, Marilyn

H

Name Marilyn McMahon

Dept. _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked										8	8	8	8	8		40	40
Vacation		8	8	8		8		32									32
Sick																	
Holiday					8			8									8
Other																	

Comments _____

Employee Signature

Marilyn McMahon

Approved

[Signature]

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

FOR PAYROLL USE ONLY

01/24/09

F

005210

McMahon, Marilyn

H

Name MARILYN MCMAHON

Dept. _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments _____

Employee Signature

Marilyn McMahon

Approved

[Signature]

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

02/07/09

F

005210

McMahon, Marilyn

II

Name Marilyn McMahonPay Period Ending 2/1/09

Dept. _____

Dept. # _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8			32		8	8	8	8	8		40	72
Vacation																	
Sick						8		8									8
Holiday																	
Other																	

Comments _____

Employee Signature

Marilyn McMahon

Approved

[Signature]

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

02/21/09

F

005210

McMahon, Marilyn

H

Pay Period Ending 2/11/09

Name Marilyn McMahon

Dept. _____ Dept. # _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8					16			8	8	8	8		32	48
Vacation																	
Sick				X	8	8	8	24									24
Holiday										8						8	8
Other																	

Comments X WORK-RELATED injury - FOOT FRASUREEmployee Signature Marilyn McMahon Approved [Signature]

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

03/07/09

F

005210

McMahon, Marilyn

H

Name Marilyn McMahon

Pay Period Ending 3/8/09

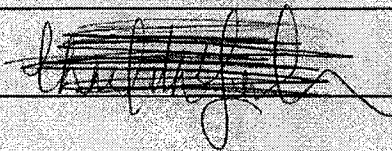
Dept. News

Dept. #

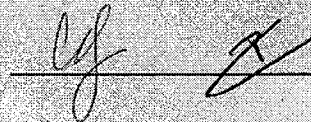
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8					16	56
Vacation																	
Sick												8	8	8			24
Holiday																	
Other																	

Comments

Employee Signature



Approved



Marilyn Sick
So She
Couldn't Sign

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

03/21/09

F

005210

McMahon, Marilyn

H

Name Marilyn McMahonPay Period Ending 7/14/07

Dept. _____

Dept. # _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments _____

Employee Signature Marilyn McMahon Approved CS P

Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

04/04/09

F

005210

McMahon, Marilyn

H

Pay Period Ending 7/1/09

Dept. #

Name MARILYN MCMAHON

Dept. _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments _____

Employee Signature

Marilyn McMahon

Approved

[Signature]

Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

04/18/09

F

005210

McMahon, Marilyn

H

Name Marilyn McMahonPay Period ending 7/18/09

Dept. _____

Dept. # _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments _____

Employee Signature

Marilyn McMahon

Approved

Cif

***Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

05/02/09

F

005210

McMahon, Marilyn

H

Name Marilyn McMahonPay Period ending 5/6/09

Dept. _____

Dept. # _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8		8	8		32		8	8	8	8	8		40	72 ✓
Vacation																	
Sick																	
Holiday																	
Other				8				8									8

Comments union negotiationsEmployee Signature Marilyn McMahon Approved [Signature]

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

05/16/09

F

005210

McMahon, Marilyn

H

Name Marilyn McMahonPay 11/16/09

Dept. _____

Dept. # _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments _____

Employee Signature

Marilyn McMahon

Approved

CF[Signature]

05/30/09

F

005210

McMahon, Marilyn

H

Santa Barbara News-Press Timesheet

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name: Marilyn McMahonPay Period Ending: 5/30/09Department: LIFE SECTION

Department #: _____

	Date	In	Out	In	Out	Total Hours Worked	For Payroll Use Only												
							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total					
Sunday																			
Monday	5/18	9:15	1:30	2:30	6:15	8	8												
Tuesday	5/19	9:00	1:30	2:30	6:00	8	8												
Wednesday	5/20	8:10	1:30	2:30	5:20	8	8												
Thursday	5/21	8:35	1:30	2:30	5:55	8	8												
Friday	5/22	8:45	1:30	2:30	5:45	8	8												
Saturday																			
Sunday																			
Monday	MEMORIAL DAY					8						8							
Tuesday						8						8							
Wednesday	VACATION					8						8							
Thursday						8						8							
Friday						8						8							
Saturday																			
						40	40					32	8						
I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.						40	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total					

Marilyn McMahon
Employee Certification

CH
Supervisor Approval

Santa Barbara News-Press Time-Off Form

Instructions:

All employees are required to complete this form to document paid time off taken during each pay period. Please print legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department.

Name M. Briley McManis

Department LIFE Pay Period Ending 5/30

REASON	DATE(S)	# OF DAYS	# OF HOURS
<input checked="" type="checkbox"/> Vacation	<u>5/26 - 5/29</u>	<u>4</u>	<u>32</u>
<input type="checkbox"/> Sick Leave			
<input checked="" type="checkbox"/> Holiday (specify holiday below)	<u>5/25</u>	<u>1</u>	<u>8</u>
<input type="checkbox"/> Jury Duty			
<input type="checkbox"/> Bereavement (specify relationship below)			
<input type="checkbox"/> Other (explain below)			
TOTAL TIME OFF:	<u>5/25 - 5/29</u>	<u>5</u>	<u>40</u>

FURTHER EXPLANATION (when required)

MEMORIAL DAY

Employee Signature

Supervisor Signature

Date

Date

06/13/09

F

McMahon, Marilyn
H

Santa Barbara News-Press Timesheet

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name: Marilyn McMahonPay Period Ending: 6/13/09Department: LIFE SECTION

Department #: _____

	Date	In	Out	In	Out	Total Hours Worked	For Payroll Use Only							
							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total
Sunday														
Monday	6/1/09	9	1:30	2:30	6	8								
Tuesday	6/2	9	1:15	2:15	2:15	4								
Wednesday	6/3	9	11			2								
Thursday	6/4	11	1:30	2:30	4:30	6	5 1/2 (H.H.)							
Friday	6/5	9	1:30	2:30	6	8								
Saturday														
Sunday														
Monday	6/8/09	9	1:30	2:30	6	8								
Tuesday	6/9	9	1:30	2:30	6	8								
Wednesday	6/10	9	1:30	2:30	6	8								
Thursday	6/11	9	1:30	2:30	6	8							8	
Friday	6/12	9	1:30	2:30	6	8								
Saturday														
I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.							60	59.5 (A.M.)						8
Total							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total

Marilyn McMahon
Employee Certification

CP
Supervisor Approval

Time Off Form

All employees are required to complete this form to document paid time off taken during each pay period. Please print legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department.

Pay Period Ending 6/13/04

REASON	DATE(S)	# OF DAYS	# OF HOURS
<input type="checkbox"/> Vacation			
<input type="checkbox"/> Sick Leave			
<input checked="" type="checkbox"/> Holiday (specify holiday below)	6/11/09	1	8
<input type="checkbox"/> Jury Duty			
<input type="checkbox"/> Bereavement (specify relationship below)			
<input checked="" type="checkbox"/> Other (explain below)	6/2 - 6/3 - 6/4	3	12.1
TOTAL TIME OFF:		3	20.1

FURTHER EXPLANATION (when required)

① I WAS TESTIFYING ^{ON CALL} AT NATIONAL
LABOR RELATIONS BOARD HEARING ON
6/2, 6/3 & 6/4

⑦ 6/11 - BIRTHDAY

Date _____

6/12/69

Date _____

Date 6/12/09

06/27/09

005210

McMahon, Marilyn

H

F

Santa Barbara News-Press Timesheet

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name: Marilyn McMahonPay Period Ending: 6/27/09Department: LIFE SECTION

Department #: _____

	Date	In	Out	In	Out	Total Hours Worked	For Payroll Use Only							
							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total
Sunday														
Monday	6/15	9	1:30	2:30	6	8	8							
Tuesday	16	↓	↓	↓	↓	8	8							
Wednesday	17	↓	↓	↓	↓	8	8							
Thursday	18	↓	↓	↓	↓	8	8							
Friday	19	↓	↓	↓	↓	8	8							
Saturday														
Sunday														
Monday	6/22	9	1:30	2:30	6	8	8							
Tuesday	23	↓	↓	↓	↓	8	8							
Wednesday	24	↓	↓	↓	↓	8	8							
Thursday	25	↓	↓	↓	↓	8	8							
Friday	26	↓	↓	↓	↓	8	8							
Saturday														
Total						80	80							80

I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.

Marilyn McMahon
Employee Certification

[Signature]
Supervisor Approval

Santa Barbara News-Press

Time Off Form

Instructions:

All employees are required to complete this form to document paid time off taken during each pay period. Please print legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department.

Name _____

Department _____

Pay Period Ending _____

REASON	DATE(S)	# OF DAYS	# OF HOURS
<input type="checkbox"/> Vacation	_____	_____	_____
<input type="checkbox"/> Sick Leave	_____	_____	_____
<input type="checkbox"/> Holiday (specify holiday below)	_____	_____	_____
<input type="checkbox"/> Jury Duty	_____	_____	_____
<input type="checkbox"/> Bereavement (specify relationship below)	_____	_____	_____
<input type="checkbox"/> Other (explain below)	_____	_____	_____
TOTAL TIME OFF:	_____	_____	_____

FURTHER EXPLANATION (when required)

Employee Signature

Date

Supervisor Signature

Date

SANTA BARBARA NEWS-PRESS
 TIMECARD

Name Matt Smolousky

Pay Period Ending 6/14/08

Dept. Copy Desk

Dept. # _____

6/7								6/8									
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8 1/4	8		8				24 1/4			8 1/4	8		8	8	32 1/4	56
	3/4							3/4			1/4					1/4	1
Vacation																	
Sick			8					8									8
Holiday							8	8	8						8	12 8	
Other									0								8 Friday

Comments 6/07 is Memorial Day stand-in, 6/08 is Birthday stand-in, OT Due to short staff

Employee Signature Matt Smolousky

Approved J. Brewer

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

6/26/2008

005210

Smolensky, Matthew

H

Name: ~~Matthew~~ Matt Smolensky

Dept. Copy Desk

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8 ³⁴	8 ⁴⁴	8			8	8 ⁴⁴	40 ⁴⁴	8 ⁴⁴	8	8			8	8	40 ⁴⁴	80 ⁴⁴
	.75	.75					.25	1.25	.5							.5	1.75
Vacation																	
Sick																	
Holiday																	
Other																	

Comments OT Due to Staffing, Late Stories

Employee Signature



Approved



005210

Smolensky, Matthew
H

Name Matthew Smolensky

Dept. Cap & Desk

Dept. #

32

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8 1/2	8 1/2	8			8 1/2	8 1/2	11 1/2	8 1/2	8 1/2	8					24 1/2	66 56
	1/2	1/2				8 1/4	1/4	9 1/2	1/4	1/4						1/2	10
Vacation															8	8	8
Sick																	
Holiday														8		8	8
Other																	

Comments: Friday the 11th is stand in for July 4, Sat. the 12th is start of vacation
Overtime due to staffing cap fire

Employee Signature Matthew Smolensky

Approved

[Signature]

Name Matthew Smolensky
Dept. COR, DESR

07/26/08
005210
Smolensky, Matthew
H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked									8	8			8	8	8	40	40
Vacation	8	8	8			8	8	40									40
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Matthew Smolensky

Approved

D. M. Brewer

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

08/09/08

F

Name

Matthew Smolensky

Dept.

COPY Desk

005210

Smolensky, Matthew
H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8	8 1/4			8	8	8	40 1/4	8 1/2	8			8	8	8	40 1/2	80 3/4
		.25						.25	.5							.5	.75
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Matthew Smolensky

Approved

J. M. Brewer

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

Name

Matthew Smolensky

Pay Pe

08/23/08

F

005210

Smolensky, Matthew
H

Dept.

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8 3/4	8			8	8	8 1/4	4 1/2	8	8 1/2			8	8	8	4 1/2	81 1/2
	.75						.25	1		.5						.5	1.5
Vacation																	
Sick																	
Holiday																	
Other																	

OT explanation

Comments

Employee Signature

Matthew Smolensky

Approved

[Signature]

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

09/06/08

F

005210

Smolensky, Matthew

H

Name Matt SmolenskyDept. Copy Desk

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8	8 1/4			8 1/4	8 1/2	8	40	8	8 1/2			8	8	8	40 1/2	81 1/2 72
		1/4			1/4	1/2		1		8 1/2						8 1/2	9 1/2
Vacation																	
Sick																	
Holiday																	
Other																	

Comments Overtime due to Staffing

Employee Signature

Matt Smolensky

Approved

Jim Brewer

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

09/20/08

F

005210

Smolensky, Matthew
H

Name

Dept.

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8 3/4				8 1/4	9 1/2	8	32	8	8			8	8	8	40	74 7/2
	.75				.75	1		2									2
Vacation																	
Sick																	
Holiday		8						8									8
Other																	

Comments 9/8 was for Labor Day / OT due to staffing shortage

Employee Signature

Approved

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

10/04/08
005210Smolensky, Matthew
HName Matthew Smolensky

Pay

Dept. COPY Desk

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8	8			8	8	8	40	8	8			8 1/4	8	8	40	80 1/4
													.25			.25	.25
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Matthew Smolensky

Approved

JMBurns

Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

**SANTA BARBARA NEWS-PRESS
TIMECARD**

10/18/08

F

005210

Smolensky, Matthew
H

Name

Dept.

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8	8			8	8	8	40	8	8			8	8	8	40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Approved

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

11/01/08

F

005210

Smolensky, Matthew
HName MATT SMOLENSKY

Dept. _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8	8.5	8.5		8	8.25	8.5	40	8.25	8				8	8	32	8672
		.5	8.5			.25	.5	9.75	.25							.25	10
Vacation																	
Sick													8			8	8
Holiday																	
Other																	

Comments worked extra day 10/21 to cover while Vickie on vacation

Employee Signature

J. Brewer
m.s. out sick today

Approved

J. Brewer

***Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

11/15/08

F

005210

Name Matt Smolensky

Pay

Smolensky, Matthew
H

Dept.

Dep.

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8	8	8 1/2		7 1/2		8	39 1/2	8	8			8	8	8	40	79 1/2
			1 1/2					1 1/2									1 1/2
Vacation																	
Sick						8		8									8
Holiday																	
Other																	

Comments * O.T. ELECTION NIGHT COVERAGE JG

Employee Signature

Matt Smolensky

Approved

JM Buve

***Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

11/29/08

F

005210

Smolensky, Matthe
H

Name

Dept.

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	9 1/2	9 1/4			8 1/2	8 1/4	9 1/4	8 1/4 4 3/4	8	8 1/4			8	8	8	8 1/4 8 1/4	88 72
	1 1/2	1 1/4			1 1/2	1 1/4	1 1/4	4 3/4		1 1/4			8			8 1/4	13
Vacation																	
Sick																	
Holiday													8				8
Other																	

Comments Overtime Due to understaffing From Tea Fire week, Late Changes

Employee Signature

Approved

SANTA BARBARA NEWS-PRESS
 TIMECARD



12/13/08

005210

Smolensky, Matthew

Name Matthew Smolensky
 Dept. Cop Desk

Pay Period Ending 12/13/08
 Dept. # _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8 1/4	8 1/2				8 1/2	8 1/4	32 1/2	8	8			8	8	8	40	72 1/2
	1/4	1/2				1/2	1/4	1 1/2									1 1/2
Vacation																	
Sick																	
Holiday					8			8									8
Other																	

Comments 8 hours Holiday is for Thanksgiving, overtime due to late stories, low staff

Employee Signature Matthew Smolensky

Approved [Signature]

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

12/27/08

F

005210

Smolensky, Matthew

H

Name Math SmolenskyDept. Copy Desk

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8	8½			8¼	8½	8¾	40	8	8			8	8	8	40	82 72
		½			¼	½	¾	2					8			8	10
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Math Smolensky

Approved

JM Brewer

***Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

Name Matthew Smolensky

01/10/09

F

005210

Smolensky, Matthew

Dept. Copy Desk

H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8 3/4	8	7	7	8	8	8	32	8	8 1/4		8 1/2	8	8	8	40	72
	3/4			7	8			15 3/4		1/4			1/2			3/4	16 1/2
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Matthew Smolensky

Approved

Matthew Smolensky

Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

01/24/09

F

005210

Smolensky, Matthew

H

Name

Dept.

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8	8 1/4	8 1/2			8 1/2	8 1/4	4 1/2	8	8 3/4				8	8	32 3/4	74 1/4
		1/4	1/2			1/2	1/4	1 1/2		3/4						3/4	2 1/4
Vacation																	
Sick																	
Holiday												8				8	8
Other																	

Comments *over time due to staffing / Holiday is Christmas Standard Day*

Employee Signature

Approved

02/07/09

Filed: 11/23/2016

Page 250 of 302

005210

SANTA BARBARA NEWS-PRESS
TIMECARD

Smolensky, Matthew

H

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

Name

Matt Smolensky

Pay Period Ending 2/1/11

Dept.

COPY DESK

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	9 1/2	8 1/4				8	8	33 3/4	8	8 1/4		8 1/4	8 1/4	8	8	48 3/4	82 1/2
	1 1/2	1/4						1 3/4		1/4		1/4	1/4		8	8 3/4	10 1/2
Vacation																	
Sick																	
Holiday					8			8									8
Other																	

Comments

Holiday was for New Year's, overtime due to Staffing late stories (Browne)

Employee Signature

Matthew Smolensky

Approved

[Signature]

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

005210

Smolensky, Matthew

Name

Matt Smolensky

Pay Period Ending

11/23/2016

Dept.

Copy Desk

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8 1/4	8			8	8 1/4	8	40 1/2	8	8			8	8	8	40	80 1/2
	1/4					1/4		1/2		8							8 1/2
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Matthew Smolensky

Approved

J.M. Brewer

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

03/21/09

F

005210

Smolensky, Matthew

Name

Matt Smolensky

Pay Perk H

Dept.

COPD Desk

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked					8	8	8	24	8	8			8	8	8	40	64
						1/4		1/4	1/4								1/4
Vacation	8	8						16									16
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Matt Smolensky

Approved

[Signature]

04/18/09

Filed: 11/23/2016

005210

Smolensky, Matthew

H

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.SANTA BARBARA NEWS-PRESS
TIMECARD

Name

Matt Smolensky

Pay Period Ending

4/18/09

Dept.

Copy Desk

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked			8		8	8	8	24	8	8			8	8	8	40	64
Vacation																	
Sick																	
Holiday			8					16									16 8
Other																	

Comments

TUESDAY Holiday for Easter, Wednesday Holiday in Advance for Memorial Day

Employee Signature

Matt Smolensky

Approved

M. Brewer

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

005210

Smolensky, Matthew

H

Pay Period Ending 4/4/09

Name

Dept.

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	9	8 1/4			8 1/4	8	8 1/4	4 1/4	8	8	4 1/2		8	8	8	4 1/2	86 1/4
	1	1/4			1/4		1/4	1 3/4			4 1/2					4 1/2	6 1/4
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Approved

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

05/16/09

005210

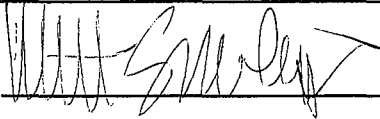
Smolensky, Matthew

Name Matt SmolenskyPay HDept. Copy DeskDept. #

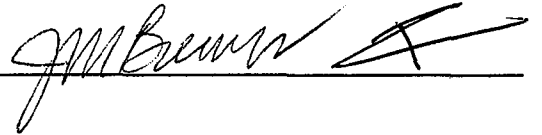
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8	8 1/4			8	8	8	40 1/4	8 1/4	8 1/4				8 1/4	8	32 1/4	160 1/2
	1	1/4						1 1/4	1/4	3/4				1/4		1 1/4	2 1/2
Vacation																	
Sick													8			8	8
Holiday																	
Other																	

Comments

Employee Signature



Approved



05/30/09
005210

F

Smolensky, Matthew
H

Santa Barbara News-Press Timesheet

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name: Matthew SmolenskyPay Period Ending: 5/30/09Department: Copy Desk

Department #: _____

	Date	In	Out	In	Out	Total Hours Worked	For Payroll Use Only							
							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total
Sunday	5/17	2:30	5:30	6:30	11:30	8	8							
Monday	5/18	2:00	5:30	6:15	12:30	9 3/4	8	1 3/4						
Tuesday	5/19													
Wednesday	5/20													
Thursday	5/21	2:30	5:30	6:30	12:15	8 3/4	8	3/4						
Friday	5/22	2:30	5:45	6:45	11:30	8	8							
Saturday	5/23	2:30	5:00	6:00	11:45	8 1/4	8	1/4						
Sunday	5/24	2:30	6:45	7:45	11:45	8 1/4	8	1/4						
Monday	5/25	2:30	5:30	6:30	12:00	8 1/2	8	1/2						
Tuesday	5/26													
Wednesday	5/27													
Thursday	5/28	2:30	5:00	6:00	11:45	8 1/4	8	1/4						
Friday	5/29	2:30	5:00	6:00	11:45	8 1/4	8	1/4						
Saturday	5/30	2:30	5:00	6:00	11:45	8 1/4	8	1/4						
						84 1/4	72	12 1/4						
Total							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total

I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.

Matthew Smolensky
Employee Certification

[Signature]
Supervisor Approval

Time-Off Form

Instructions:

All employees are required to complete this form to document paid time off taken during each pay period. Please print legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department.

Name _____

Department _____ Pay Period Ending _____

REASON	DATE(S)	# OF DAYS	# OF HOURS
<input type="checkbox"/> Vacation	_____	_____	_____
<input type="checkbox"/> Sick Leave	_____	_____	_____
<input type="checkbox"/> Holiday (specify holiday below)	_____	_____	_____
<input type="checkbox"/> Jury Duty	_____	_____	_____
<input type="checkbox"/> Bereavement (specify relationship below)	_____	_____	_____
<input type="checkbox"/> Other (explain below)	_____	_____	_____
TOTAL TIME OFF:	_____	_____	_____

FURTHER EXPLANATION (when required)

OT: Joe Brewer on VAC

Employee Signature

Date

Supervisor Signature

Date



6/1/09

Smolensky, Matthew
H

Santa Barbara News-Press Timesheet

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name: Matt SmolenskyPay Period Ending: 6/13/09Department: Copy Desk

Department #: _____

	Date	In	Out	In	Out	Total Hours Worked	For Payroll Use Only							
							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total
Sunday	6/31	2:30	6:00	7:00	11:30	8	8							
Monday	6/01	2:30	6:00	7:00	11:45	8 1/4	8	1/4						
Tuesday	6/02													
Wednesday	6/03													
Thursday	6/04	2:30	5:00	6:00	11:45	8 1/4	8	1/4						
Friday	6/05	2:30	6:00	7:00	12:15	8 3/4	8	3/4						
Saturday	6/06	2:30	6:15	7:15	11:30	8	8							
Sunday	6/07	2:30	5:30	6:30	11:45	8 1/4	8	1/4						
Monday	6/08	2:15	6:00	7:00	12:00	8 1/2	8	1/2						
Tuesday	6/09													
Wednesday	6/10													
Thursday	6/11	2:30	5:15	6:15	11:30	8	8							
Friday	6/12	2:30	5:30	6:30	11:45	8 1/4	8	1/4						
Saturday	6/13	2:30	5:30	6:30	11:45	8 1/4	8	1/4						
						82 1/2	80	2 1/2						
Total							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total

I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.

[Signature]
Employee Certification

[Signature]
Supervisor Approval

04/04/09

005210

Filed: 11/23/2016

Page 259 of 302

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

Smolensky, Matthew
H

Name

Matthew Smolensky

Pay Period Ending

4/04/09

Dept.

COPY Desk

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8	8				8	8	32	8	8 1/2	8	8	8			40 1/2	72 1/2
										1/2						1/2	1/2
Vacation																	
Sick					8			8									8
Holiday																	
Other																	

Comments

Employee Signature

Matthew Smolensky

Approved

JM Brewer
A

03/07/09

Filed: 11/23/2016

Page 260 of 302

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

005210

Smolensky, Matthew

Name Matthew SmolenskyPay Period Ending 1/1/11Dept. Copy Desk

Dept. # _____

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8				8	8 1/2	8 1/2	3 3/4	8	8 1/4			8	8		2 1/4	57 1/4
						1/2	1/2	1		1/4							1 1/4
Vacation														8	8	16	16
Sick																	
Holiday		8						8									8
Other																	

Comments _____

Employee Signature Matthew SmolenskyApproved MBrewer

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

06/14/08

F

005210

Schultz, Kathy J.
HName KATHY SCHULTZDept. COPY DESK

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	8	9	10	11	12	13	14	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
		3			2	1		6		1	1	1	1	1		5	11
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Kathy Schultz

Approved

DM Brewer

6/13 - computer shutdown - page 34 disappeared from file twice after being built and had to be rebuilt; also one designer out sick.

6/15 - one designer out sick and one designer out on vacation.

6/16 - one editor out on vacation and advance production of weekend.

6/19 - computer slowdown and designer in vacation

6/10 - one designer out on vacation

6/11 - one editor out sick & advance material

6/12 - copydesk short one designer

6/13 - advance material remaining and proofing.

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

6/26/2008

F

005210

Schultz, Kathy J.

H

Name

KATHY SCHULTZ

Dept.

COPY DESK

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8			32	8	8	8	8				32	164
		2	2	1	1			6	2	2						4	10
Vacation																	
Sick	8							8									8
Holiday													8				8
Other																	
								46									90

Comments

Memorial Day Holiday taken June 26 per J. Brewer

Employee Signature

Kathy Schultz

Approved

J. Brewer

6-16 - one design out of office and 3 editors
proofed page. 2

6-17 - 2 designs out sick; computer slow

6-18 - 1 design out sick; advance proofing

6-19 - advance running & proofing for weekend

6-22 - one copy editor out sick

6-23 - business pages proofing & running
due to editor's absence

***Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

Schultz, Kathy J.
H

Name KATHY SCHULTZ

Pay Period Ending 7/12/08

Dept. COPY DESK

Dept. # COPY DESK

	29	30	1	2	3	4	5		6	7	8	9	10	11	12		
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked									10	10	9	10	9	6			5440
									2	2	1	2	1	6			14
Vacation	8	8	8	8	8			40									40
Sick																	
Holiday																	
Other																	
																	94

Comments

Employee Signature

Kathy Schultz

Approved

J. M. Brown

7/6 - only 3 copyeditors were on duty to produce Section A & B, and to make corrections to Section D and Business.

7/7 - only 3 copyeditors on shift - late stories on Gap Five. Progress Computer could not complete B4 and B5 due to technical difficulties.

7/8 - one copyeditor out sick
7/9 - two copyeditors were out, advance material had to be proofed.

7/10 - one copyeditor is not on vacation and another copyeditor is out. Computer problems with B4 and B5 disappearing jump page.

7/11 - worked extra OT day to cover for copyeditor out, proofing advance pages, proofing weekend pages, per J. Brown.

***Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

07/26/08

F

Name KATHY SCHULTZ

005210

Schultz, Kathy J.

H

Dept. COPY DESK

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	10	9.5	10	9.5	9.5	10		58	10			10				15	78
	10	1.5	2	1.5	1	2		18	2			2				4	22
Vacation																	
Sick										8	8						16
Holiday																	
Other												8					8
								58									102

Comments

July 24 is my birthday: took birthday holiday on my birthday

Employee Signature

Kathy Schultz

Approved

[Signature]

6/13 - one copy editor was out.
6/14 - one copy editor is out, staff photo by two copy editors
6/15 - two copy editors out.
6/16 - two editors are out of office
6/17 - 2 copy editors out, advance material needs proofing
6/18 - 2 copy editors are out, proofing
6/19 - Sun/Mon Business per computer slowdowns and 1 copy editor out
6/20 - one copy editor short, proofing advance stories for weekend

***Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

08/09/08

F

Name Kathy SCHULTZ

005210

Schultz, Kathy J.
HDept. COPY DESK

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8 10.5	8 10	8 10	8 9	8 8			40 47.5	8 10.5	8 10	8 10	8 8	8 9			40 47.5	95 80
	2.5	2	2	1				7.5	2.5	2	2		1			7.5	15
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Kathy Schultz

Approved

*JM Brewer*MORE
needed

7-27- one copyedit out, and Photos
had imaging delay.

8/3- one editor out, computer delay

8/4 - one copyeditor out; slowdown of computer
and printer not working
computer slow

8/5 - one copyeditor out;

8/7 - computer slowing, proofing and editing
of weekend advance copy, slows a copyeditor.

***Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

08/23/08

F

Name

Kathy Schultz

P

005210

Schultz, Kathy J.

H

Dept.

Copy Desk

D

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	11	9	10	10	9			49	11	10	10	9	9			49	98.5
	3	1	2	2	1			9	3	2	2	1.5	1			9.5	18.5
Vacation																	
Sick																	
Holiday																	
Other																	
Comments																	

Employee Signature

Kathy Schult

Approved

8/10 - 3 copyeditors on cliffs to produce paper, with Computer slowdowns; attempts to access McClatchy photo site crashes Computer.

8/11 - copyeditor staff shut by one.

8/12 - Computer slowdown with B4 disappearing in prepress process; 3 editors on paper

8/13 - 2 copyeditors are out, proofing and editing of advance material for Sunday Travel section, Berts section and Life section for Saturday, Sunday.

8/14 - two copyeditors are present National World section and proofed Advance material for weekend

8/17 - produced and proofed National World section and State page, proofed Monday Life & Business pages and pages A2.

8/18 - several Computer crashes slowed efficiency of production.

8/20 - produced Sunday Business in Joe's absence.
8/21 - another Friday business section Sunday business section

SANTA BARBARA NEWS-PRESS
TIMECARD

1

Schultz, Kathy J.
H

Dept. COPIES

[illegible]

Comments Worked Labor Day; will take

Employee Signature

Approved

8/24 - produced Nation Word section, and assisted with proofing of A3, D1-6, and B4-5, helped Sports section w-proofing

8/25 - proofread & edited Life stories, designed Business section and page A3, and copyedited section A & B.

8/26 - Computer slowdown delaying production of Business pages - page grid disappeared. Reinput and proofed A3 and A & B sections.

8/28 - proofed and designed Business section; Section A stories came in late.

8/31 - Designed and proof Nation's World section, and edited Life stories. Dno copyedited out of office.

9/1 - 2 editors out of office - produced Business & page A2 and revised Life section.

9/2 - produced business section & A2, also edited Life section.

9/4 - noted time for K. who called in sick - for

JDA0859

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

09/20/08

F

Name KATHY SCHULTZ

005210

Schultz, Kathy J.
HDept. COPY DESK

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	9.5	10	10	9.5	10			40	10	10	10	8.5	8			36.5	85.72
	1.5	2	2	1	2			8.5		2	2	1.5				4.5	13
Vacation																	
Sick																	
Holiday									(8)							8	8
Other																	

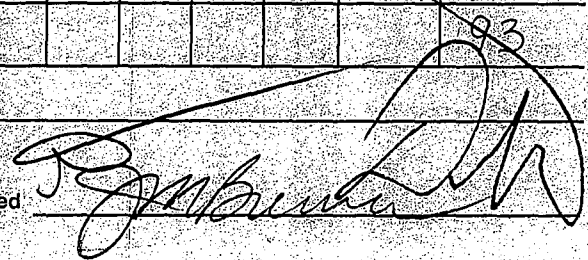
Comments

Labor Day holiday taken 8.5 hr

Employee Signature

Kathy J. Schultz

Approved



9/17 produced Notenwald and edited the Monday Business and Life Sections.

9/18 edited hip section stories, designed & proofed the Business section and page A2.

9/19 designed Business Section & proofed Life Pages, designed & proofed page A2, after column was cut.

9/20 designed and proofed Business section and edited two late stories in A section.

9/21 - created late stories in A section, produced Business section, one copy editor sick.

9/22 - edited Life stories, designed Business section, designed & edited page A2.

9/23 - edited Life section, designed & edited Business section, designed & edited page A2.

9/24 - edited Business section & Computer Standards

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS PRESS
TIMECARD

10/04/08

005210

Schultz, Kathy J.

H

Name Kathy SchultzDept. COPY DESKDept. # COPY DESK

Hours	21	22	23	24	25	26	27	28	29	30	1	2	3	4	Week 1	Week 2	Total
Worked	8	8	8	8	8			8	8	8	8	8			49	49	98
	2	2	3					1	2.5	2.5	2	1			7	9	16
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Kathy Schultz

Approved

J. M. Brewer

9/21- prepared budget, designed and proofed
Nation World section, Computer shut down
twice during Nation World editing

9/22- Designed and proofed Business section,
edited Life section, designed &
proofed A2

9-23- edited some life stories, designed and
edited Business section and Page A2.

Serious computer delay occurred - the
stories did not stay on the page and
were not visible. The grid disappeared
from pages so it was not possible
to see where stories were placed on page.

9/28- produced and edited Nation World Section
and edited page A2.

9-29 - computer shutdown - computer often freezes
and has to be rebooted. Designed
and edited Business pages and Page A2.
Edited Life section stories.

9-30 - designed Business section and page A2,
edited life stories and Page A1 plans

10-1 - late stories came in for Page A1-A3, after 11:30.
10-2 - designed Division section & revised A1. Computer crashed

JDA0861

RESP 100
Page 9 of 41

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

10/18/08

F

005210

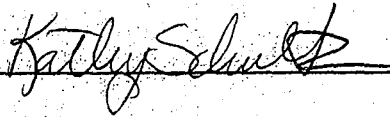
Schultz, Kathy J.
H

Name KATHY SCHULTZDept. COPY DESK

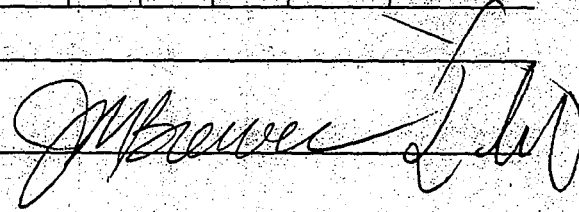
Hours	5	6	7	8	9	10	11	12	13	14	15	16	17					
Worked	8	8	8	8	8			4	8	8	8	8	8			4	8	8
	10.5	10	9.5	8	8			4.5	9.5	10	10	9.5	8.5			4.5	9.5	8.5
	2.5	2	1					5.5	1.5	2	2	1				6.5	12	
Vacation																		
Sick																		
Holiday																		
Other																		

Comments

Employee Signature



Approved



10-5- Designed & edited Nation & World section, proofed Business section and Life pages

10-6 - edited Life section stories, computer slowed down trying to access photos, designed & edited Business section, designed and edited page A2

10-7 computer slowdown due to stories sliding off page margins & wrapping from page. Designed Business & A2

10-12 - designed and proofed Nation & World section and proofed Life section and Business section.

10-13 - designed and edited Business section, proofed life stories, designed Page A2 and edited page A1 stories

10-14 - proofed Life stories, designed Business section, designed page A2 and proofed and proofed A section

10-15 - designed Business section and proofed A section stories

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

11/01/08

F

005210

Schultz, Kathy J.

H

Name KATHY SCHULTZDept. COPY Desk

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	9	9.5	8	8	8	8		40	10	10	10	8				38.5	38.5
	9	1.5	2	1		1		14.5	2.5	2.5	2.5	3.5				6.5	21
Vacation																	
Sick													8				8
Holiday																	
Other																	
Comments																	

Employee Signature

Kathy Schultz

Approved

JM Brewer

10-19 - Designed, proofed Nation World section, proofed Life and Business stories

10-20 - edited life section stories, designed and proofed the Business section and page A2, and proofed Section A stories.

10-21 - reviewed Life stories, designed Business section and proofed it, designed and proofed page A2, computer slowdown as AP Server NT stopped working at 9pm.

10-22 - worked on Life and Section A1 proofing and editing. Designed, proofed Business section stories.

10-24 - worked 6th day due to copywriter out on vacation

10-26 - computer slowdown, proofed Nation - World section and edited Nation World, Life section, Business

10-27 - reviewed Life section, designed Business section, designed Page A2

10-28 - reviewed life section stories, designed Business section and Page A2, and reviewed Section A stories.

Time cards must be submitted to supervisor before 10 a.m. Sunday following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

11/15/08

F

005210

Schultz, Kathy J.
HName KATHY SCHULTZDept. COPY DESK

	2	3	4	5	6	7	8		9	10	11	12	13					
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total	
Worked	9	8	9	8	8			40	8	9	8	8	9			40	80	
	9	17	1	31				2	8	11		1	1			2	4	
Vacation																		
Sick																		
Holiday																		
Other																		

Comments

Employee Signature

Kathy Schultz

Approved

M. Brewer

11-2 produced Nation & World section and proofed Section A stories

11-4 - Election Night press deadline extended one hour to 12:30 a.m. to include local elections

11-10 - No Rem editor on duty tonight. - Remmed Life section, designed Bureau and Page A2 and Remmed A-section stories.

11-13 - power outage more than an hour due to fires. Late stories due to fire coverage.

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

11/29/08

F

005210

Schultz, Kathy J.
HName KATHY SCHULTZDept. COPY DESK

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	9	9.5	9	9	8			44.5	18	8	9	8	8			41.5	85.5
	1	1 1/2	1	1				4 1/2		16	1		8			41 1/2	131 1/2
Vacation																	
Sick																	
Holiday												8					8
Other																	

Comments Worked Thanksgiving Holiday.

Employee Signature

Approved

11-16 - designed and proofed Nation World section with Computer storyboards and printer mockups.

11-17 - renamed life stories, produced Business section and produced page A2e Section A stories were late, after 11:30p.m.

11-18 renamed life stories, produced Business section & provided edits on page A2.

11-19 - one renamer is out of office. - Ren life Section stories; produced Business section, edit page A2, ren. A section stories

11-25 - renamed life stories and designed and edit Business section, and ren A section stories.

Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

12/3/08

005210

H

Schultz, Kathy J.

Name KATHY SCHULTZDept. COPY DESKDept. # COPY DESK

Hours	30	1	2	3	4	5	6	40	7	8	9	10	11	12	13		
Worked	9	9	9.5	9	8			41.5		8	9		8			24	69.5
	1	1	1 1/2	1				4 1/2			1					1	5 1/2
Vacation																	
Sick									8			8					16
Holiday																	
Other																	
																	85.5

Comments

Employee Signature

Kathy Schultz

Approved

[Signature]

- 11-30 - produced Narratives, edited A section and page A2
- 12-1 - produced Business section & notes and removed A-section & notes
- 12-2 - computer slowdown due to preferences all changed and the insurance values entered into the Text Attributes display box. Designed Business section, removed and proofed some A-section stories. Viewed newsroom meeting.
- 12-3 - designed and produced Business section, removed and proofed some A-section stories. Viewed newsroom meeting.
- 12-9 - removed Life stories, produced Business section and Page A2

SANTA BARBARA NEWS-PRESS
TIMECARD

12/27/08

005210

Schultz, Kathy J.

F

H

Name KATHY SCHULTZ

Dept. COPY DESK

Dept.

Hours	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total
Worked	8	9.5	9.5	8	8			40	9.5	8	9	8	8						85.5
		1/2	1/2					3	1/2		1	11:30	8						13 1/2
Vacation																			
Sick																			
Holiday													8						8
Other																			
																			93.5

Comments

Employee Signature

Kathy Schultz

Approved

[Signature]

edited Life action connections and called them to professor; designed Business action and edited it, Computer Screenshots → "Database over" displayed three times after 3 re-boots, changed

Page A2

aim pasture delta
at mbside.

Filed:

Two copies + one original
Two copies due to copy action
Original paper due to copy action

produced paper due:
revised life action produced same
action and Page A2, revised Action action -
action and Page A2, revised Action action -

D-21- produced Natu...
Business pags and purged and
active stries, produced

12-23- Nimrod Life pres.
Nation & World section, Nimrod
A-section strike

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

01/10/09

F

005210

Name KATHY SCHULTZ

F Schultz, Kathy J.

Dept. COPY DESK

H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked									8	8	5		8			29	29 29
									1	2							3
Vacation	8	8	8	8				32									32
Sick											3	8					11
Holiday					8			8									8
Other																	
																	83

Comments

Employee Signature

Kathy Schultz

Approved

JM Brewer

1-4-09 - produced Nation/Wald section and
proofed A-section, Business section,
& Life Section

1-5-09 - worked on production of Life section
due to absence of copy editor, produced
Business section and page A2.

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

01/24/09

F

005210

Schultz, Kathy J.

H

Name KATHY SCHULTZDept. COPY DESK

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	9.5	9	9	9	9			40	9.5	9.5	9.5	8	8			40	80
	1 1/2	1	1	1	1			5 1/2	1 1/2	1 1/2	1 1/2					4 1/2	10
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Kathy Schultz

Approved

JMBrewer

02/07/09

Filed 11/23/2016

Page 282 of 302

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

005210

Schultz, Kathy J.

H

Name KATHY SCHULTZPay Period ending 02/01/09Dept. COPY DESKDept. # COPY DESK

	25	26	27	28	29	30	31		1	2	3	4	5	6	7		
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8	8	8	8	8			4 0	8	8	8	8	8	8		4 0	103.5 80
	1.5	1	1	1.5	1.5			6.5	1.5	1	4	1	1.5	8		17	23.5
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Braden VAC coverage

Employee Signature

Kathy Schultz

Approved



1-25- produced Nation & World section and helped proofed A-section and Life stories and pages

1-26- Rimmed Life stories, produced Business section & produced page A2.

1-27- Rimmed Life stories, designed Business pages, rimmed NationWorld & A-section stories, designed page A2.

1-28-09- designed Business section and rimmed B-section stories and late (after 11 pm) A-section stories

1-29- designed Business section and portion of A2; Rimmed stories for Section A & B.

2-1-09- designed NationWorld section, rimmed & slotted it, and edited Life stories.

2-2-09 - designed Business section, designed page A2, rimmed NationWorld and A-section stories

2-3-09 - designed Business section and Nation World section

2-4-09 - designed Business section and rimmed A-section & B-section stories.

2-5-09 - designed Business section and edited Section A stories

Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

02/21/09

005210

Schultz, Kathy J.

Name KATHY SCHULTZPay Per HDept. COPY DESKDept. # COPY DESK

	8	9	10	11	12	13	14		15	16	17	18	19	20	21	32	
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8	8	8	8	8			40	8	8	8	8	8			40	80 72
	2	1	1	1				5	2	8	1		5			18.5	16.5
Vacation																	
Sick																	
Holiday										8							8
Other																	
																	96.5

Comments

Employee Signature

Kathy Schultz

Approved

[Signature]

2-8-09-

produced Nature World section
created wire budget

2-9-09 - designed Business section, Rimmed Life
section stories, designed A2 and
rimmed A-section stories

2-10-09 - Rimmed Life stories and designed
Business pages

2-11-09 - designed Business section and rimmed
A-section and B-section stories

2-15-09 - produced Nature World section

2-17-09 - produced Business section and
portion of A2, rimmed Life stories,
Rimmed A-section stories

2-19- produced Business pages and
rimmed A-section stories

Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

005210

Schultz, Kathy J.

Name KATHY SCHULTZPay Period Ending 5/1/09Dept. COPY DESKDept. # COPY DESK

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	9	9.5	10.5	8	9			46	10	9.5	9	10.5	8.5			47.5	93.5
	1	1 1/2	2 1/2		1			6	2	1 1/2	1	2 1/2	1 1/2			7 1/2	13 1/2
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Kathy Schultz

Approved

MBrewer 47.5

2-22-09 - produced National World action and created wire budgets.

2-23-09 - Nimmad life stories, produced Business action, Nimmad A-2 and A-action stories.

2-24-09 - training on life section, and produce National World action

2-26-09 - produced Business action, a prepared A-action stories.

3-1-09 - produced National World action.

3-2-09 - produced Business action and page A3, Nimmad Life action stories

3-3-09 - produced Business action, Nimmad A-action stories.

3-4-09 - Nimmad life stories, produced Business action, Nimmad A-action stories

3-5-09 - produced Business and A2 and Nimmad now A-action

****Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

03/21/09

005210

Schultz, Kathy J.

Name KATHY SCHULTZPay Period ending HDept. COPY DESKDept. # COPY DESK

	8	9	10	11	12	13	14	Week 1	15	16	17	18	19	20	21	Week 2	Total
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat		Sun	Mon	Tues	Wed	Thur	Fri	Sat		
Worked	8	8	8	8	8			8 1/2	8	8	8	8	8			8 1/2	110
	3	1	2	1 1/2	1			8 1/2	2	1	1 1/2	2	1			7 1/2	
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Kathy Schultz

Approved

JMB

- 3-8-09 - designed NationWald section and rimmed and edited A-section stories.
- 3-9-09 - designed Business Pages and proofed A-section.
- 3-10-09 - rimmed Life stories and A-section stories, B-section pages design, & designed Business Section.
- 3-11-09 - rimmed Life stories, produced Business section & proofed A-section stories
- 3-12-09 - Produced Business section & proofed A-section, produced page A2.
- 3-15-09 - designed NationWald section, proofed Life section and Business section
- 3-16-09 - rimmed Life section, designed Business section & Page A2
- 3-17-09 - rimmed Life section, designed Business section, & designed Page A2 and proofed A-section stories.
- 3-18-09 - rimmed Lifestories and Sports section, designed Business section & designed Page A2, and proofed A-section stories.
- 3-19-09 - rimmed Life Stories and designed Business section and rimmed A-section stories.

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

005210

Schultz, Kathy J.

Name KATHY SCHULTZPay HDept. COPY DESKDept. # COPY DESK

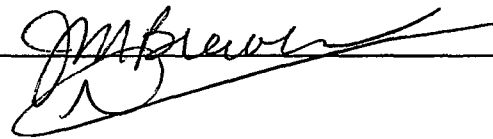
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	10 ⁵	9	9 ⁵	10	8			40	10	10	8	8	9	8		53	10080
	2 1/2	1	1 1/2	2				7	2	2			1	8		13	20
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature



Approved



- 3-22-09- proofed Business VPS, designed A-2 page
and Nation World section, read
A-section stories.
- 3-23-09 - trimmed life section, produced
Page A-2 and Business section-
- 3-24-09- Trimmed Life stories, trained on life pages,
produced Business section and part of
page A-2, proofed A-section and B-section.
- 3-25-09- Trimmed life stories, designed Business
section and part of Page A-2, edited
A-section stories.
- 3-29-09- designed Nation World section,
proofed life section stories,
designed portion of A2.
- 3-30-09- designed Nation World section
and a portion of Business section.
- 4-2-09 - designed Nation World section

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

005210

Schultz, Kathy J.

Name KATHY SCHULTZPay Period Ending HDept. COPY DESKDept. # COPY DESK

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8 1/2	8	8	8	8			40 1/2	8	8	8	8	8			48 1/2	94 1/2
	2 1/2	2	2	2				8 1/2	1 1/2	1	1	1	1			5 1/2	14
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Kathy Schultz

Approved

JM Brewer

- 4-5-09- designed Nation World, proofed Life section, Rimmed A-section stories
- 4-6-09- designed Business section and page A-2, proofed A-section stories and designed page B 8.
- 4-7-09 - designed Business section and page A2, rimmed A-section stories.
- 4-8-09- rimmed Life section stories, designed Business section and Page BA and part of Page A-2.
- 4-12-09- designed Nation World section, proofed page D3 and Life section.
- 4-13-09- rimmed Life stories, designed Business section and Page A2, proofed A-section.
- 4-14-09- rimmed Life section stories, designed Business section and Page A2; rimmed A-section stories.
- 4-15-09- rimmed Life stories, designed Business section, designed a portion of Page A2, rimmed A-section stories.
- 4-16-09- Designed Business section, rimmed A-section stories

05/02/09

005210

Schultz, Kathy J.

H

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

Name KATHY SCHULTZPay Period Ending 5-2-09Dept. Copy DeskDept. # Copy Desk

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	9.5	9	8	10	9			45.8	10	9	9	9.5	9			46.5	92.80
	1 1/2	1		2	1			5 1/2	2	1	1	1 1/2	1			6 1/2	12
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Kathy Schultz

Approved

JM Brewer

Designed Nation World section,
proofed Life Section, + Business section.

4-20-09 - Rim Life stories, Designed Business section
and Page A2.

4-22-09 - Rim Life Stories, Designed Business
section, proofed A-section and B-section
pages.

4-23-09 - Designed Business section and proofed
A-section and B-section pages.

4-26-09 - Designed Nation World section,
proofed A-section stories, Life stories.

4-27-09 - Designed Business Section,
proofed A-section and Life section.

4-28-09 - formatted A-section and dropped A-section
photos. Designed Business section
+ Page A2

4-29-09 - Rimmed Life stories, Designed Business
section, proofed A-section stories

4-30-09 - Designed Business Section and proofed
A-section stories, proofed Nation World stories.

***Time cards must be submitted to supervisor before
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS
TIMECARD

05/16/09

005210

Schultz, Kathy J.

H

Name KATHY SCHULTZPay Period Ending 5-16-09Dept. COPY DESKDept. # COPY DESK

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8.5	8	8	6	8			4.5	8	8	8	7.5				3.5	8.5
	1 1/2	1	1					3	2	2	1 1/2					5 1/2	8 1/2
Vacation																	
Sick																	
Holiday																	
Other													8*	Jury Duty			8

Comments *May 14 I had Jury Duty

Employee Signature

Kathy Schultz

Approved

JMBrewer

5-3-09- Designed NationWorld section,
proofed life pages and
Business pages, worked on page A-2.

5-4-09- rimmed life stories, designed
Business Section and proofed
NationWorld pages and A-section.

5-5-09- Rimmed life stories, designed
Business section and proofed A-section

5-10-09- Designed NationWorld, proofed
Business section and A-section stories.

Several Computer shutdowns
(Freeze, Error message).

5-11-09- Trained on life pages, Rimmed Life stories,
Computer Freeze on Tween TV Website for
Life.

Designed Business section on Page A2.
Late stories on A-1 > came on page
past deadline

5-12-09- Trained on doing life pages, Rimmed Life stories,
Designed Business section and proofed A-section.

05/30/09

005210

Schultz, Kathy J.

H

Santa Barbara News-Press Timesheet

RESP 1068
JDA0890 Page 38 of 41

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name: KATHY SCHULTZ

Pay Period Ending: _____

Department: COPY DESKDepartment #: COPY DESK

	Date	In	Out	In	Out	Total Hours Worked	For Payroll Use Only								
							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total	
Sunday	5-17-09	1pm	6pm	6:30	11:15pm	9.5	8	1 1/2							
Monday	5-18-09	1:15pm	4:30	5pm	8:15pm	7	7								
Tuesday	JU 19												169.64		
Wednesday													169.64		
Thursday											8				
Friday															
Saturday															
Sunday	5-24	1:30p	6pm	6:30	11:30	9.5	8	1 1/2							
Monday	5-25	1pm	7pm	7:30	11:30	10		10							
Tuesday	5-26	1:30pm	8pm	8:30	1a.m.	11	8	3							
Wednesday	5-27	2:30	8:15	8:45	12:30	9.5	8	1 1/2							
Thursday	5-28	1:30	2pm	2:30	12:30pm	10.5	8	2 1/2							
Friday															
Saturday	5-30	1pm	5pm	5:30	9:30	8		8							
I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.							75	47	28			8	339.38		
							Total	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total

Kathy Schultz
Employee Certification

[Signature]
Supervisor Approval

Time-Off Form

Instructions:

All employees are required to complete this form to document paid time off taken during each pay period. Please print legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department.

Name KATHY SCHULTZ

Department COPY DESK Pay Period Ending 5-30-08

REASON	DATE(S)	# OF DAYS	# OF HOURS
<input type="checkbox"/> Vacation			
<input type="checkbox"/> Sick Leave			
<input checked="" type="checkbox"/> Holiday (specify holiday below)	<u>5-21-09</u>	<u>1</u>	<u>8</u>
<input checked="" type="checkbox"/> Jury Duty	<u>5-19 and 5-20-09</u>	<u>2</u>	<u>16</u>
<input type="checkbox"/> Bereavement (specify relationship below)			
<input type="checkbox"/> Other (explain below)			
TOTAL TIME OFF:	<u>May 19-21</u>	<u>3</u>	<u>24</u>

FURTHER EXPLANATION (when required)

Memorial Day Holiday taken May 21, 2009.
Jury Duty on May 19 and May 20. Confirmation attached.

OT: Joe Brewer on VACATION

Employee Signature

Kathy Schultz

Date

May 28, 2009

Supervisor Signature

[Signature]

Date

6/1/09



Superior Court of California County of Ventura



Our Court is here
for the People we serve.

TO: Employers or Other Interested Parties

FROM: Office of the Jury Commissioner

SUBJECT: Confirmation of Appearance for Jury Duty

This will serve as verification that the following person was summoned and served jury duty on the dates listed. Please note that the signature below should be an original signature in blue ink.

The named person served as a prospective or sworn trial juror in the Superior Court of California, County of Ventura. Jurors receive compensation in the amount of \$15.00 per day plus mileage after the first day of service. Pursuant to CCP 215(b), a juror who is employed by a federal, state, or local government entity and who receives regular compensation and benefits while performing jury service may not be paid the fee described above.

Juror Name: KATHY J. SCHULTZ

Dates Served: 5/14, 5/15, 5/19, 5/20 2009

Number of Days: 4

Signature of Judicial Assistant/Bailiff

Mailing Address: P.O. Box 6489, Ventura, California 93006-6489

Schultz, Kathy J.
H

Santa Barbara News-Press Timesheet

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name: KATHY SCHULTZ

Pay Period Ending: _____

Department: COPY DESKDepartment #: COPY DESK

	Date	In	Out	In	Out	Total Hours Worked	For Payroll Use Only								
							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total	
Sunday	5-31-09	1 p.m.	5:30	6 p.m.	11:30 p.m.	10	8	2							
Monday	6-1-09	2 p.m.	7:15	7:45 p.m.	11:30 p.m.	9	8	1							
Tuesday	6-2	2 p.m.	7:30	8:15 p.m.	11:45 p.m.	9	8	1							
Wednesday	6-3	4 p.m.	8	8:30	12 a.m.	7.5	1 1/2								
Thursday	6-4	2 p.m.	7:30	8 p.m.	11:15	8.75	8	3/4							
Friday															
Saturday															
Sunday	6-7	1:30 p.m.	7 p.m.	7:30	11:30 p.m.	9.5	8	1 1/2							
Monday	6-8	2 p.m.	8:30	9 p.m.	12 midnight	9.5	8	1 1/2							
Tuesday	6-9	2:30 p.m.	7:30	8 p.m.	12:30	9.5	8	1 1/2							
Wednesday	6-10	3 p.m.	8	8:30	11:30	8	8								
Thursday	6-11	2:30 p.m.	7	7:30 p.m.	11:30	8.5	8	1/2							
Friday															
Saturday															
I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.							89.25	79 1/2	93 1/4						
							Total	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total

Employee Certification

Supervisor Approval

CERTIFICATE OF SERVICE

I hereby certify that on November 23, 2016, an electronic PDF of Joint Deferred Appendix was uploaded to the Court's CM/ECF system, which will send notice of filing to counsel for all participants in the case who are registered CM/ECF users:

Ms. Linda Dreeben
Ms. Julie B. Broido
Mr. Micah Jost
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*Counsel for Intervenor
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Conference International
Brotherhood of Teamsters*

Date: November 23, 2016

MICHEL & ASSOCIATES, P.C.

s/ C. D. Michel

C. D. Michel

Counsel for Petitioner